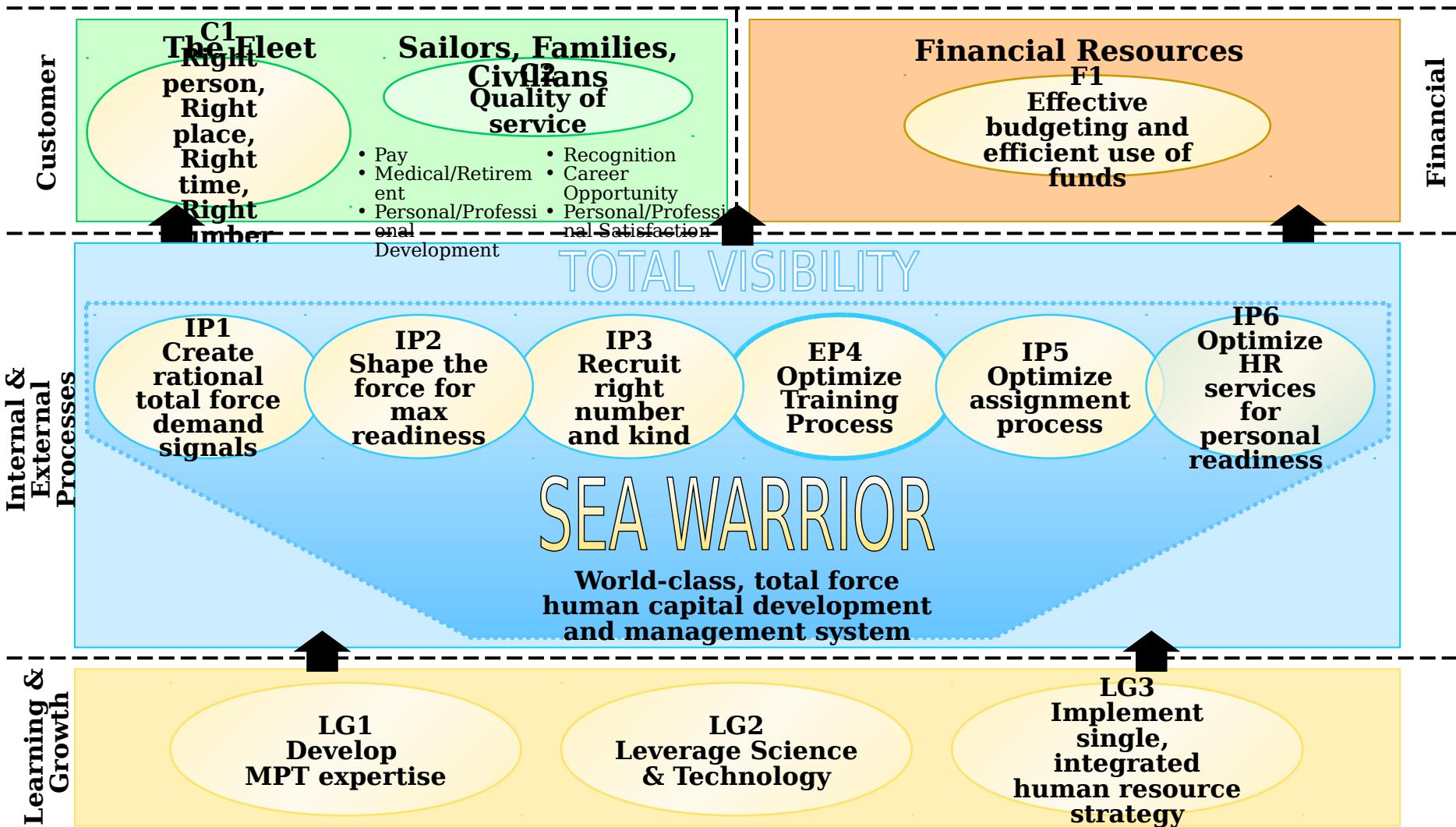


# Navy Manpower and Personnel Strategy (N- MAPS)

Briefed by CAPT Bill Wilcox

*Mission First... Sailors Always*

# Navy HR Strategy: *Mission First...Sailors Always*



**C1 Right Person, Right Place, Right Time and in the Right Numbers** - Sustain our combat edge by providing the fleet with the right number of properly trained, high quality people, in time to ensure continuity and mission readiness.

**C2 Quality of Service** - Provide a combination of superior Quality of Work (Positive environment and job satisfaction) and Quality of Life (Enhanced personal, professional, and

**F1 Effective budgeting and efficient use of funds** - Conduct programming and budgeting of resources ensuring the Navy gets the best manpower for its money. Execute the budgeted plan ensuring the most efficient use of available resources.

**IP1 Create Rational Total Force Demand Signals** - Consolidate manpower requirements and create rational, total force demand signals, which are cost effective, deliver readiness, and are executable.

**IP2 Shape the Force for Max Readiness** - Man the fleet more responsively by developing and executing new paradigm-breaking force shaping initiatives. Make the Navy leaner, putting more teeth into the 'tooth to tail' measure by optimizing strength and infrastructure while maintaining core war-fighting skills.

**IP3 Recruit Right Number and Kind** - Identify and recruit, in appropriate numbers, the very best young men and women to support the world's greatest Navy.

**EP4 Optimize Training Process** - Partner with Naval Personnel Development Command to provide a properly trained Sailor to the fleet position, optimizing the investment of time and money.

**IP5 Optimize Assignment Process** - Fill jobs important to Navy's mission by developing and implementing dynamic incentives that use market place forces to place a trained Sailor in the

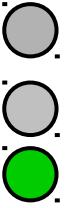
**LG1 Develop MPT Expertise** - Develop and advance MPT expertise within the N1 workforce through effective training and development of our personnel. Optimize the use of our MPT training course for key personnel throughout N1.

**LG2 Leverage Science & Technology** - Actively support N1/NPC human resources strategy by coordinating programming and execution of research funds, acting as knowledge conveyors and scientific and analytic consultants, while leading the infusion of science and technology into the human resources strategy.

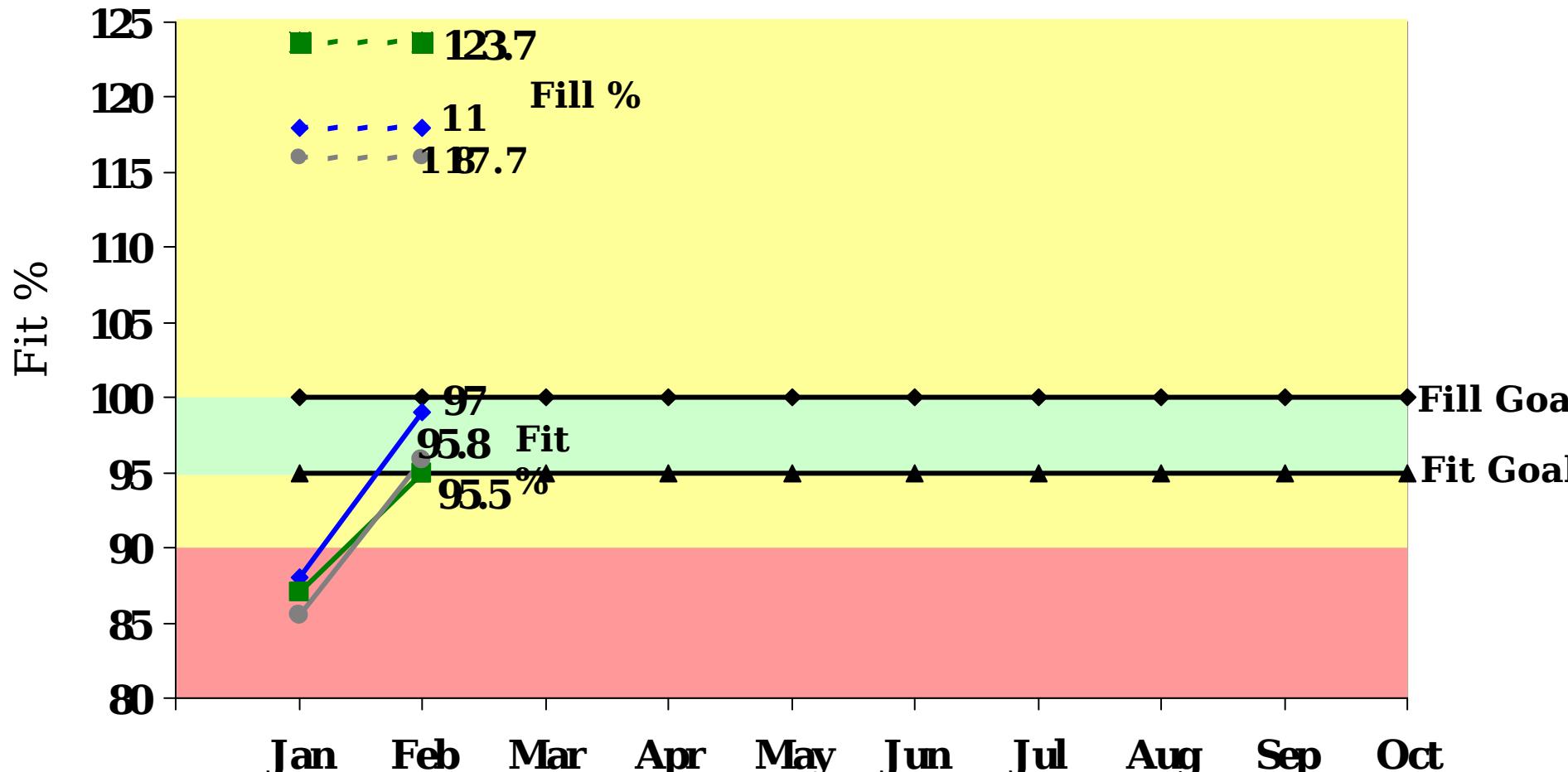
**LG3 Implement Single, Integrated Human Resource Strategy** - Support all Navy with a world class human resource enterprise : Single data entry to logically linked databases; icon driven integrated applications; broad access at the headquarters, command, and individual level leveraging the Navy/Marine Corps Intranet; enabling enhanced decision making, reduction of

# N-MAPS Metrics

Metric	Lead / Lag	Freq	Tolerances			Data Source(s)
			Green	Yellow	Red	
STRIKE GRP OFF READINES S	Lag	M	≥ 95%	90-94.9%	<90%	Officer Master File
SHORE FIT SHORE FILL CONTROL GRADE	Lag	M	≥ 85% ≥ 95%	75-84.9% 90-94.9%	<75% <90%	Officer Master File
STRIKE GRP ENLISTED READINES S	Lag	M	≥95%	90-94.9%	<90%	Enlisted Master File
ENLISTED FLEET BALANCE	Lag	M	95-100%	90-94.9% 100.1-105%	<90% >105%	EPMAC Data Warehouse



# **Strike Group Officer Readiness**



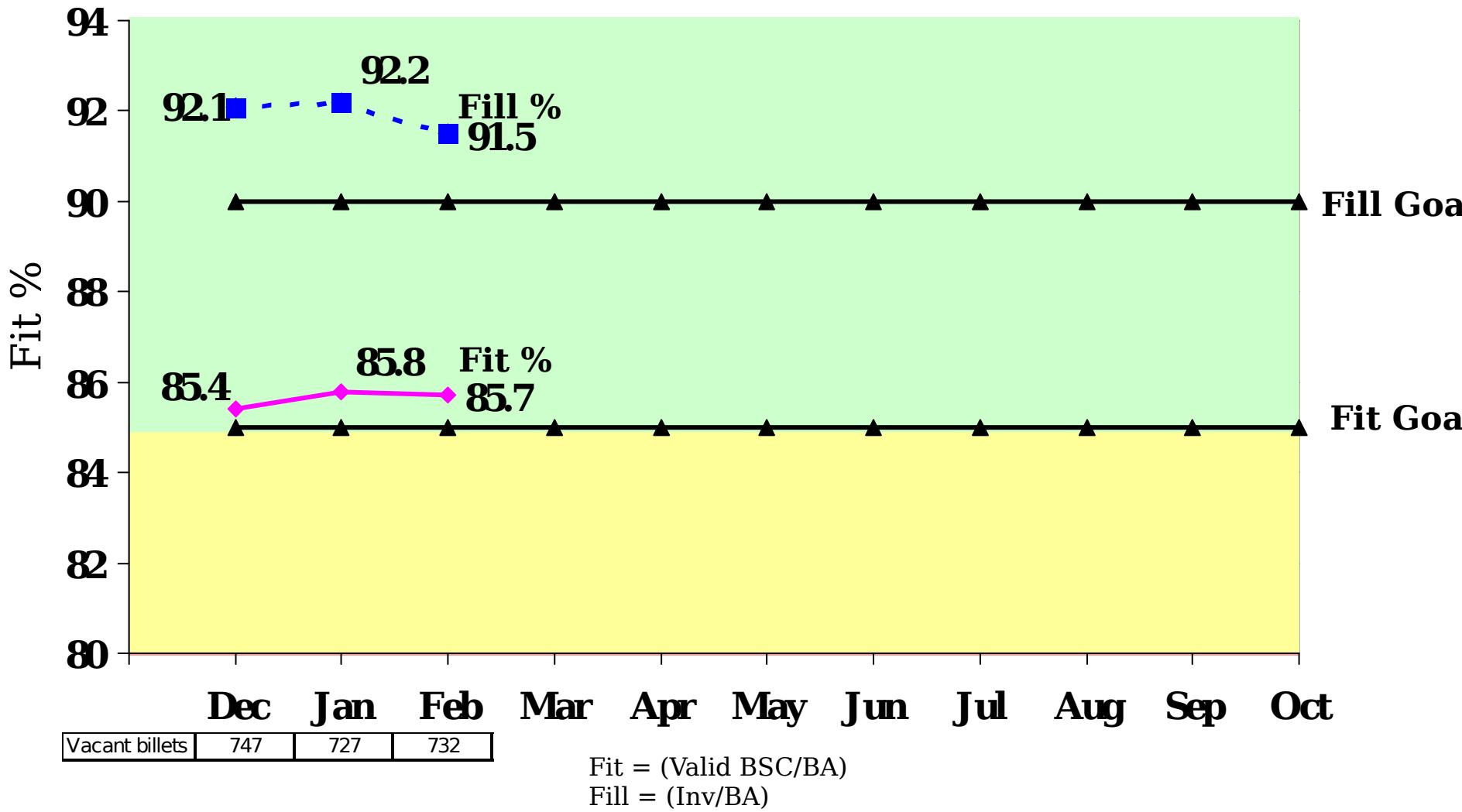
Vacant billets	1104	384
Inbounds	0	211
Gapped Billets	1104	173

Fit = (Valid BSC/BA)  
Fill = (Inv/BA)

	DEPLOYED/SUSTAINED
	SURGEABLE
	MAINTENANCE

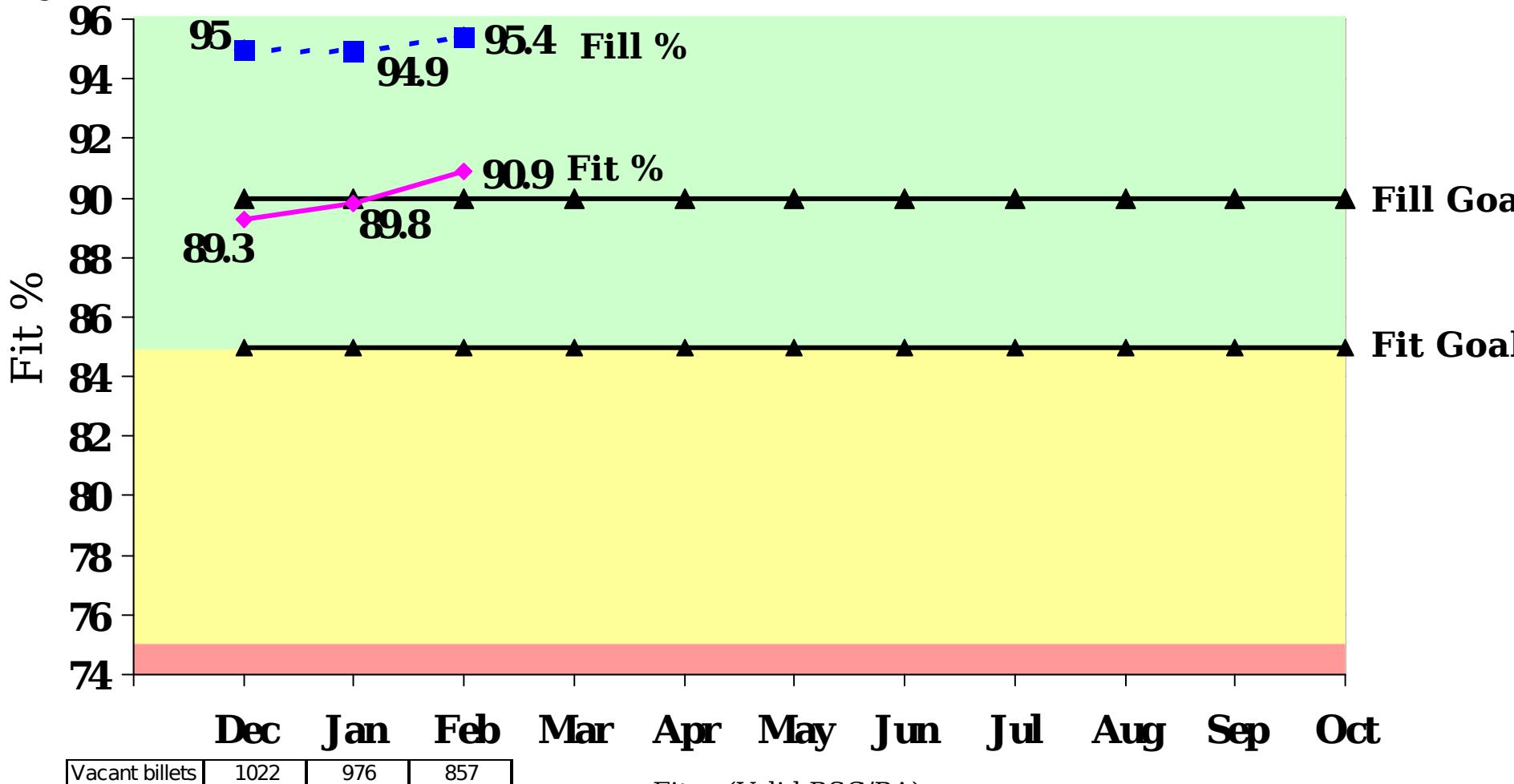


# URL Shore Manning (Control Grade)



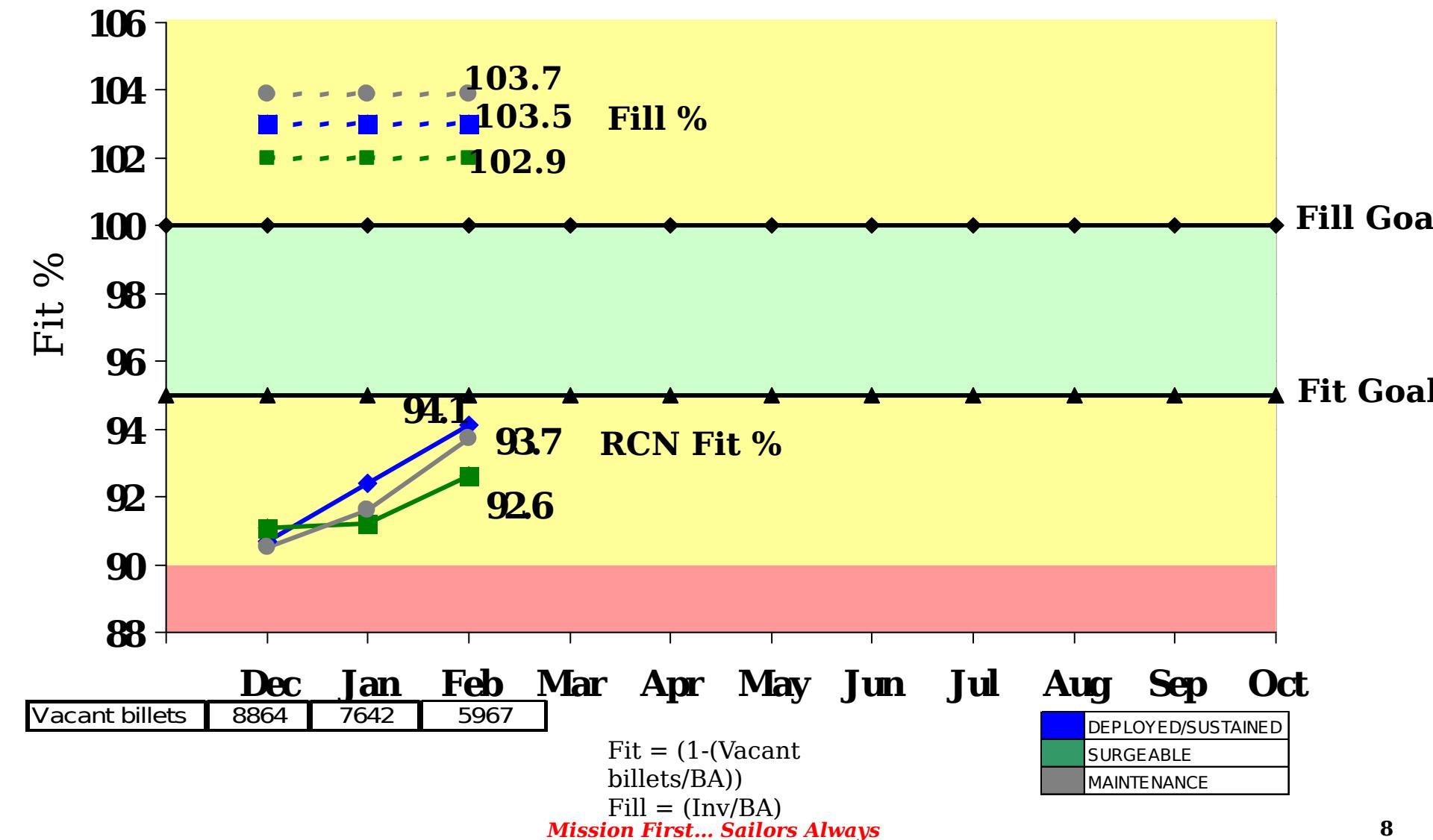


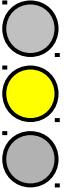
# RL and Staff Shore Manning (Control Grade)



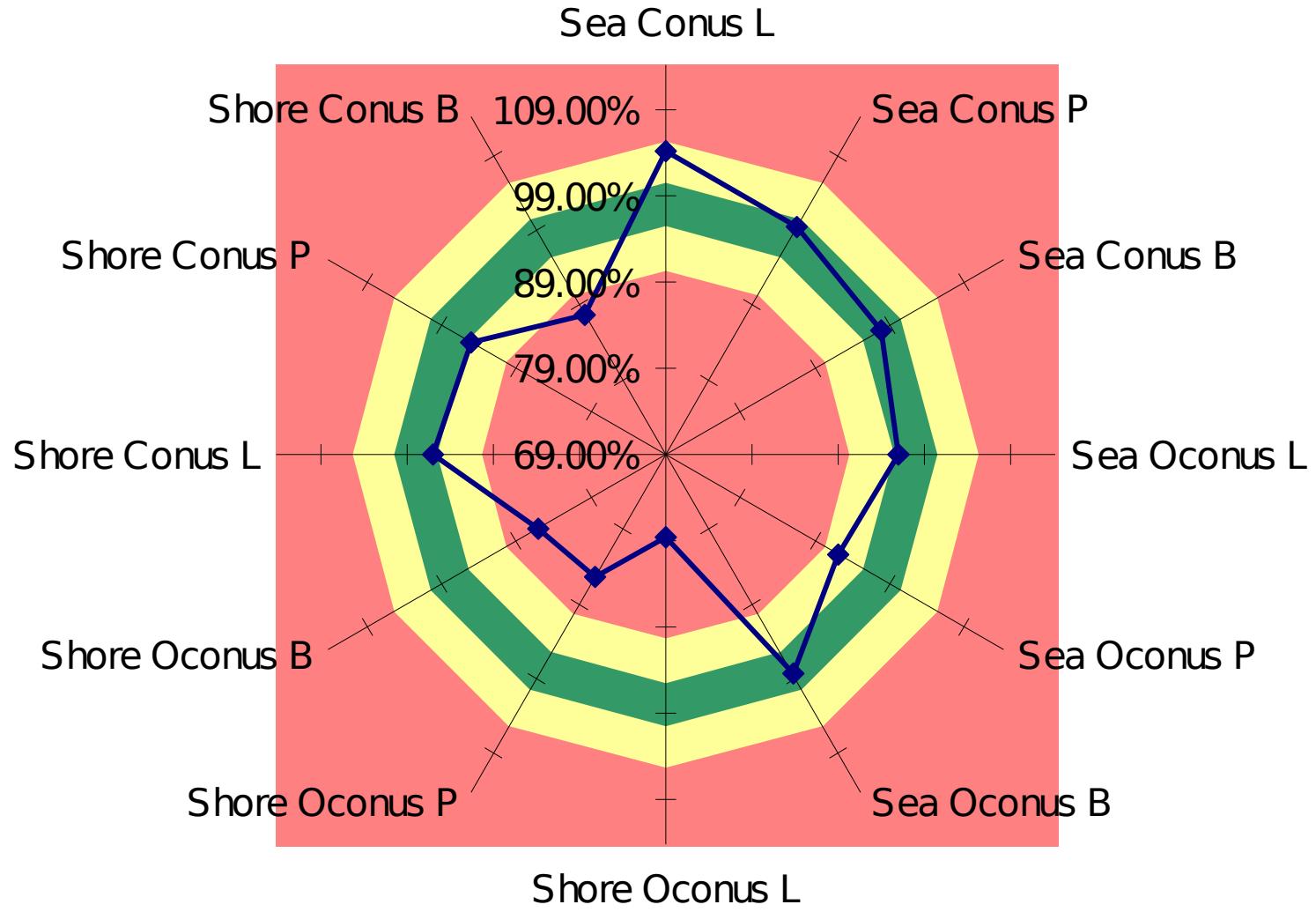


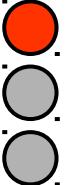
# Strike Group Enlisted Readiness



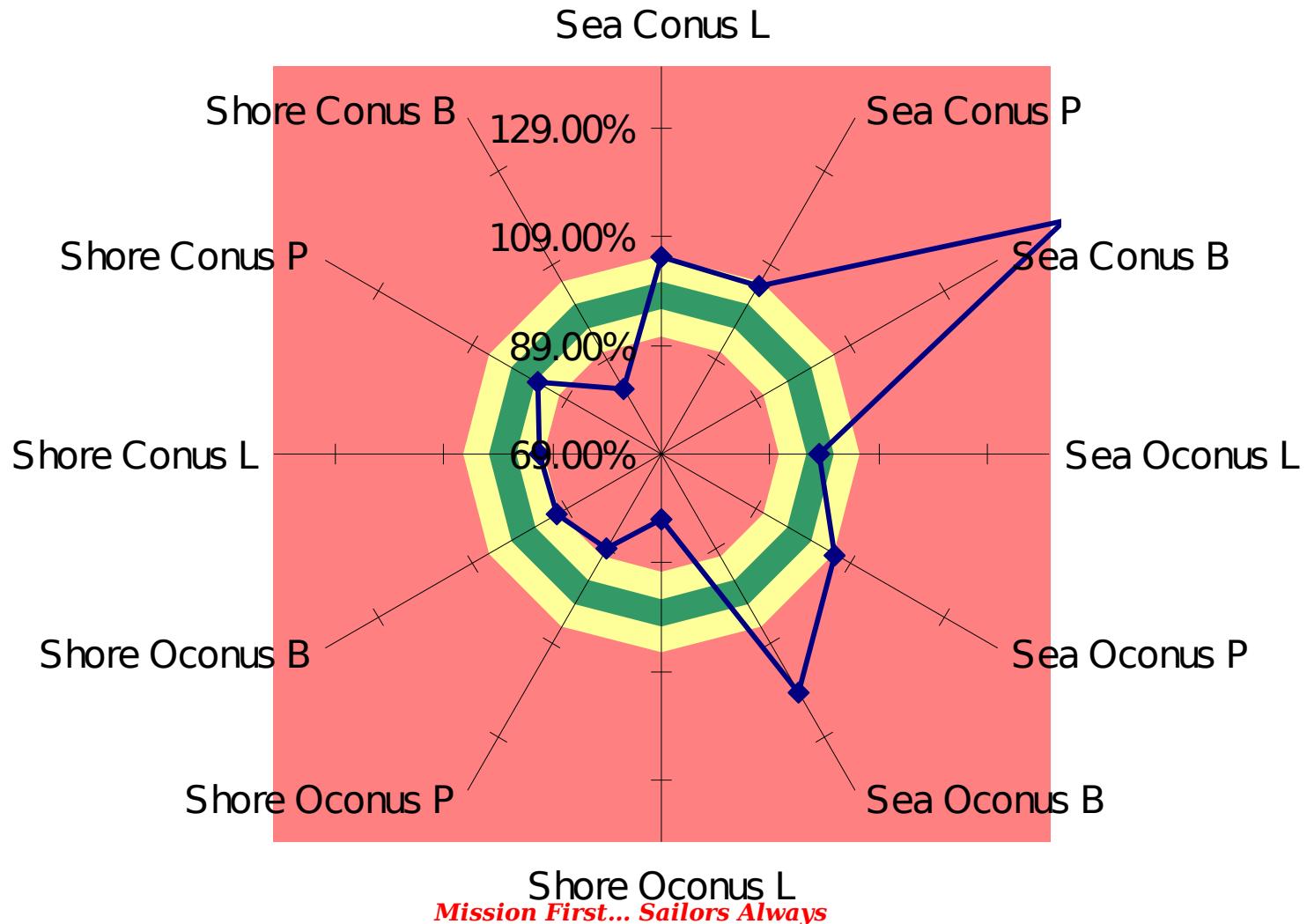


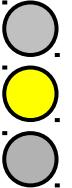
# Meet Balance Total Enlisted Manning



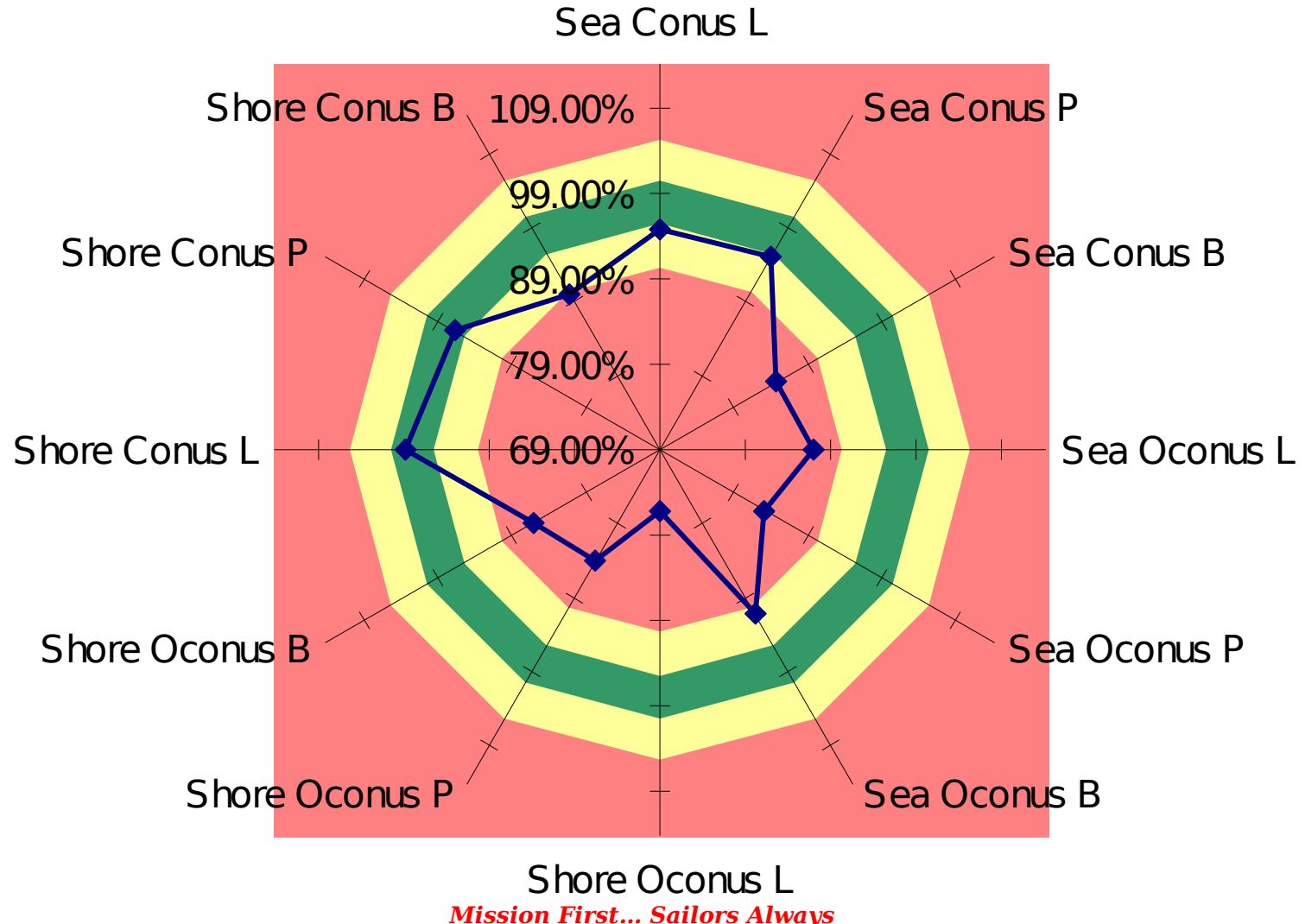


# Fleet Balance Apprentice Manning



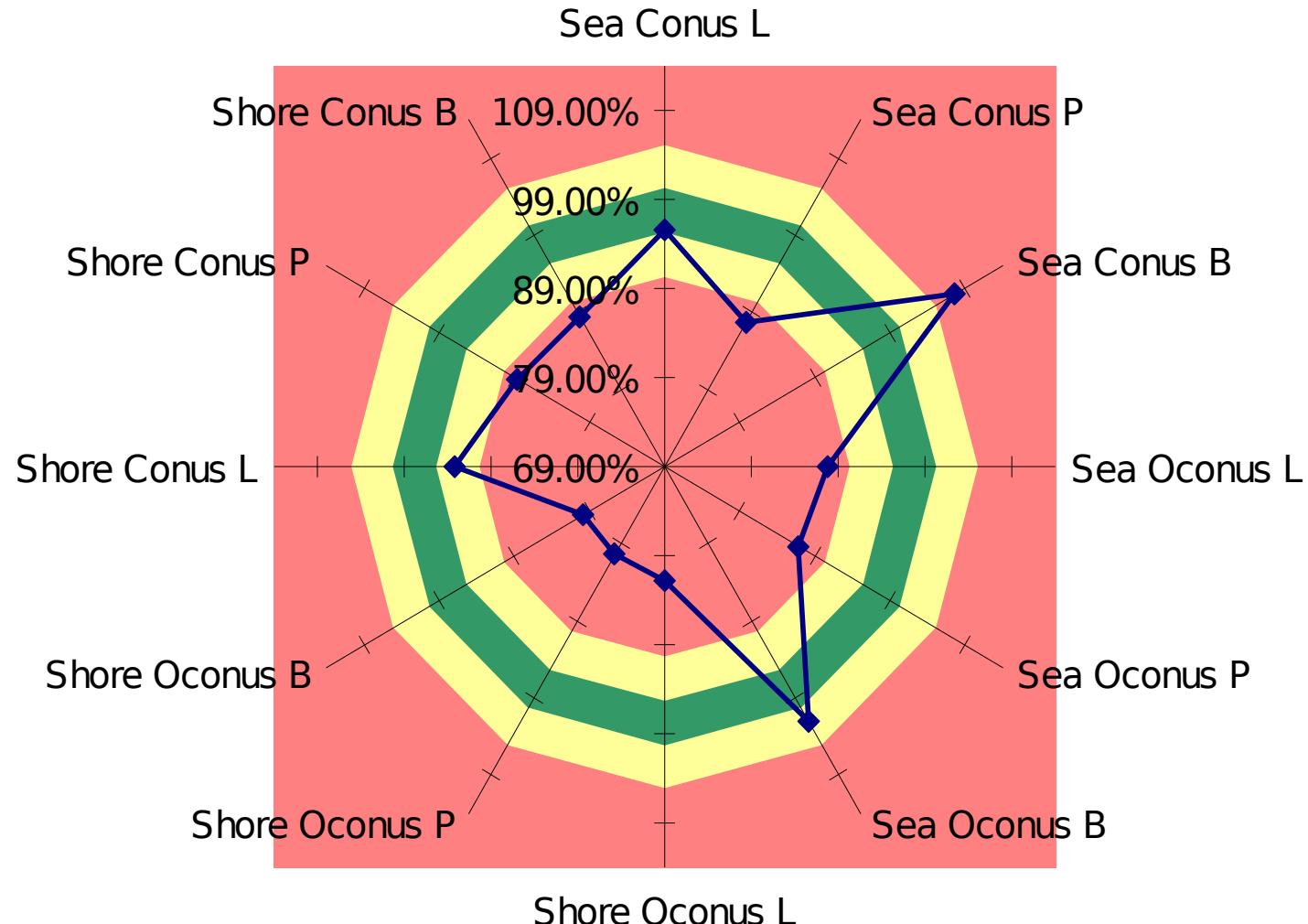


# Fleet Balance Journeyman Manning





# Sheet Balance Supervisor Manning



# N-MAPS Metrics

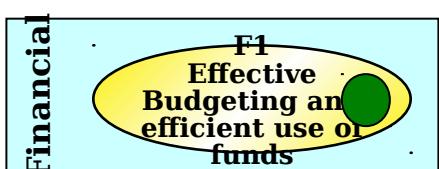
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Metric	Lead/Lag	Freq	Tolerances			Data Sources	POC	Projected Attainment Date
			Green	Yellow	Red			
QOL/QOS Poll Results (overall satisfaction)	Lag	Monthly	>70%	69-55%	<55%	CSC CRM/exit polls/One Source	PERS-6	4th QTR
All Navy Reenlistment (Zone A)	Lag	Monthly	>56%	>52%	<52%	RMS	CCD	ongoing

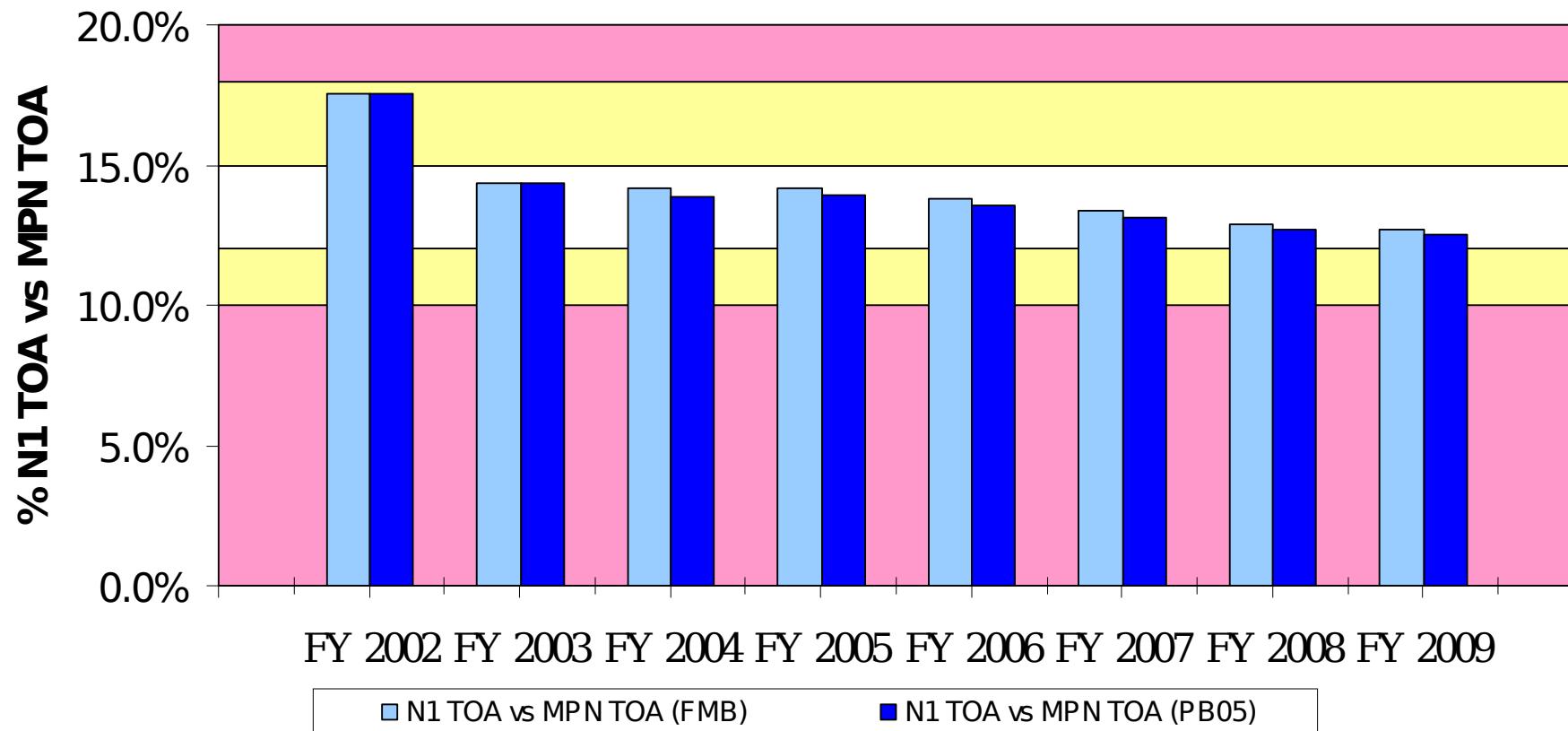
## CY 04 Goals to meet objectives

- Expand previous survey techniques to include continual quick polls
- Using CATWEB, reinvigorate command climate assessment program
- Direct fleet access to ARGUS results available APR 04

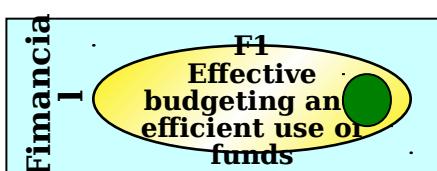


## N1 TOA vs MPN (Cost of doing business)

F1.1

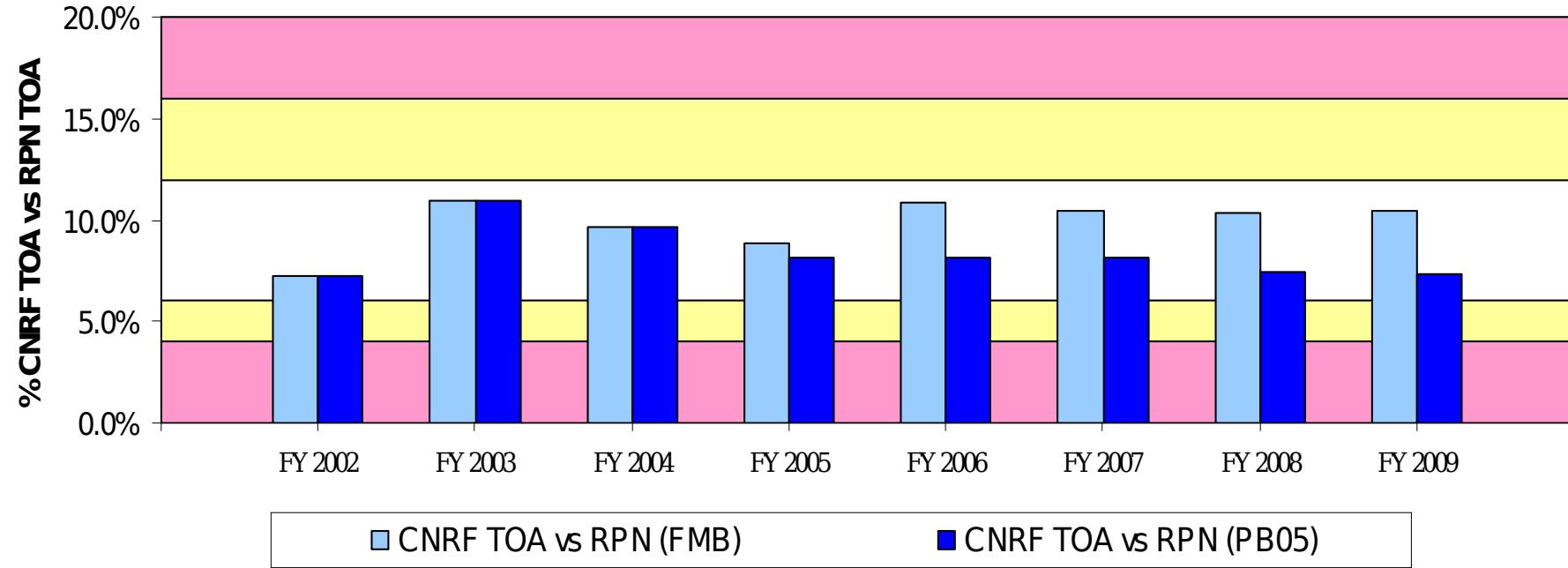


- Cost of managing MPN is improving over the FYDP
- Cost of doing business improved at PRESBUD submission

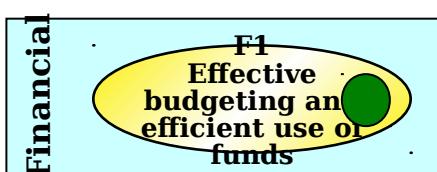


F1.2

## CNRF TOA vs RPN TOA (Cost of doing business)



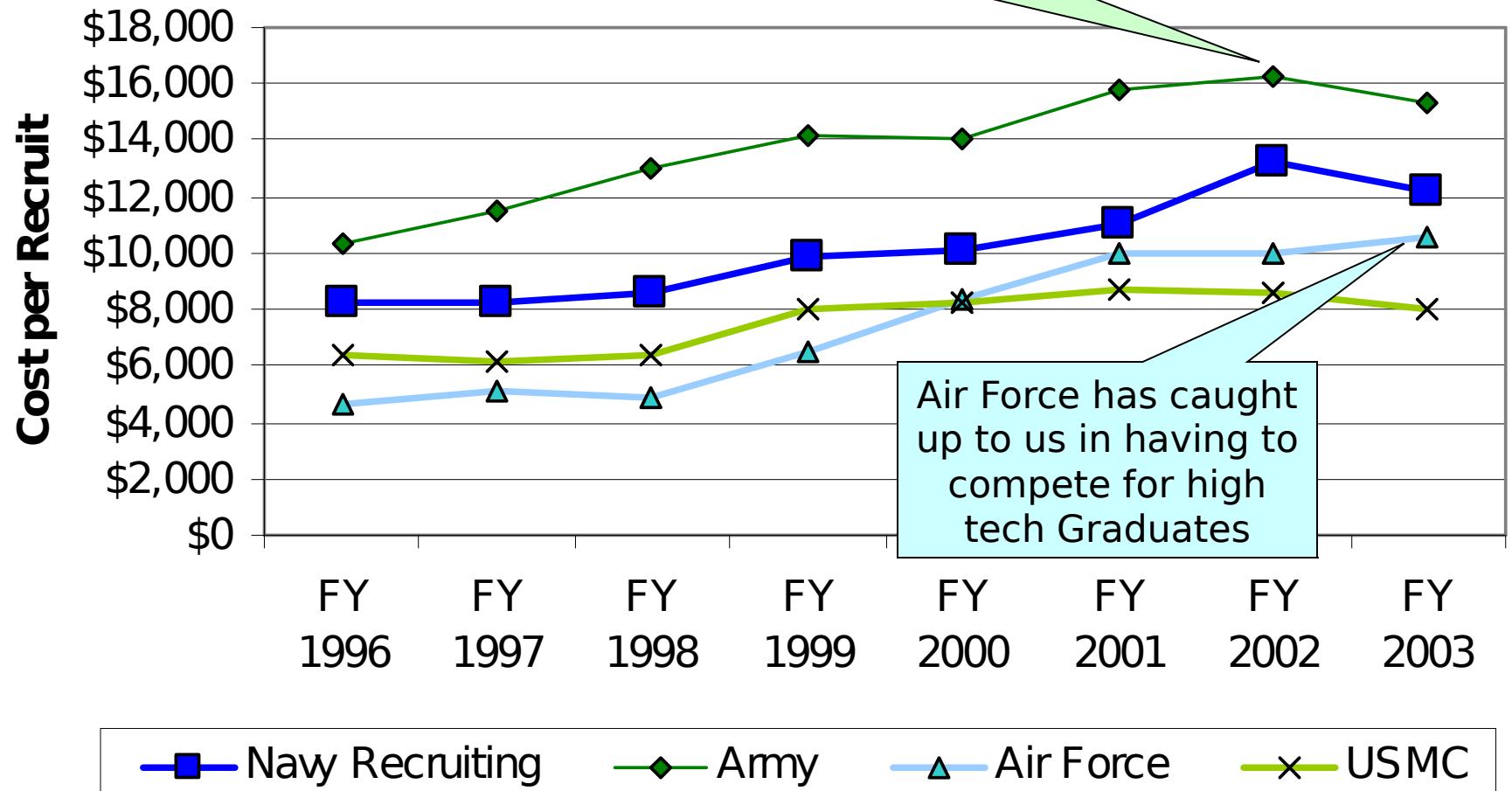
- Cost of managing RPN has improved from FMB submit
- FY05 to FY07 is flat profile while we have continued to drive our cost down.
- RPN driver is same management cost with RPN program increases

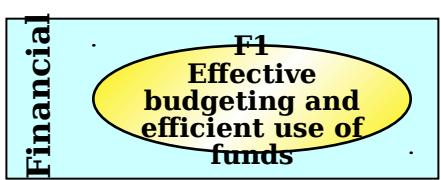


## Recruiting (Cost per Recruit)

F1.3

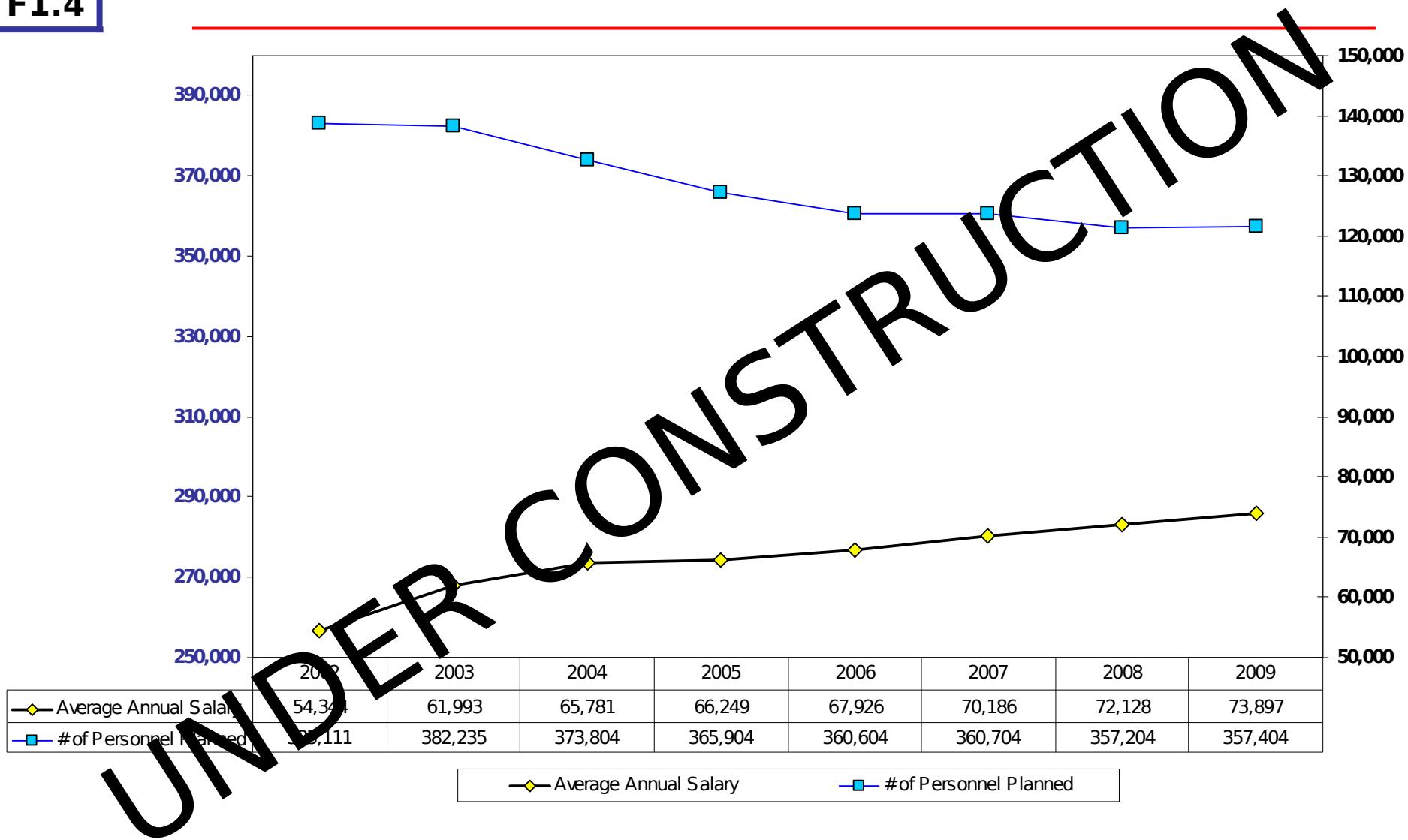
Army is executing  
nearly \$200M per  
year for Advertising





## Total Force Cost (HR Cost and Cost per Member)

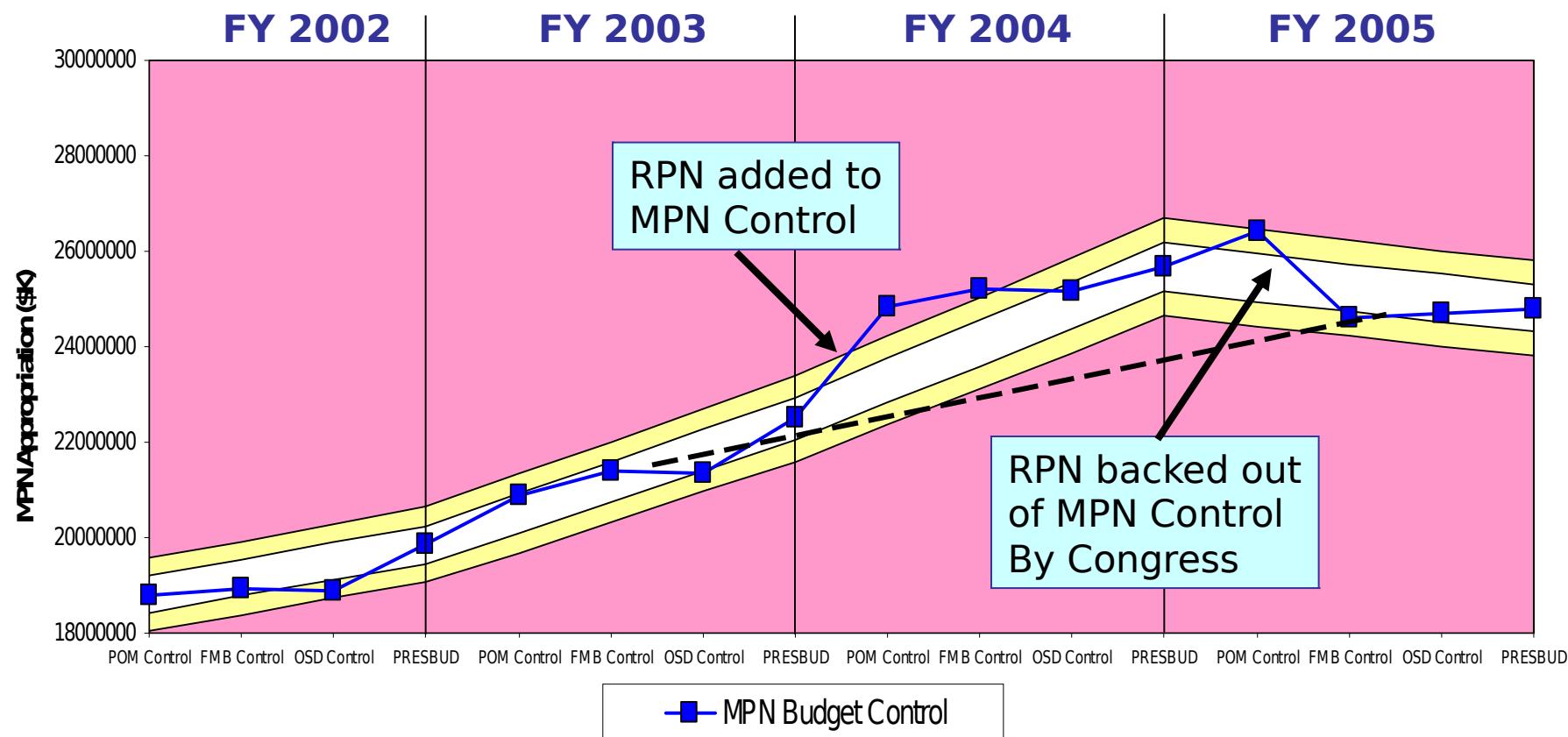
F1.4



# MPN Trend vs Control

## (Programming and Budgeting Report Card)

**F1.5**



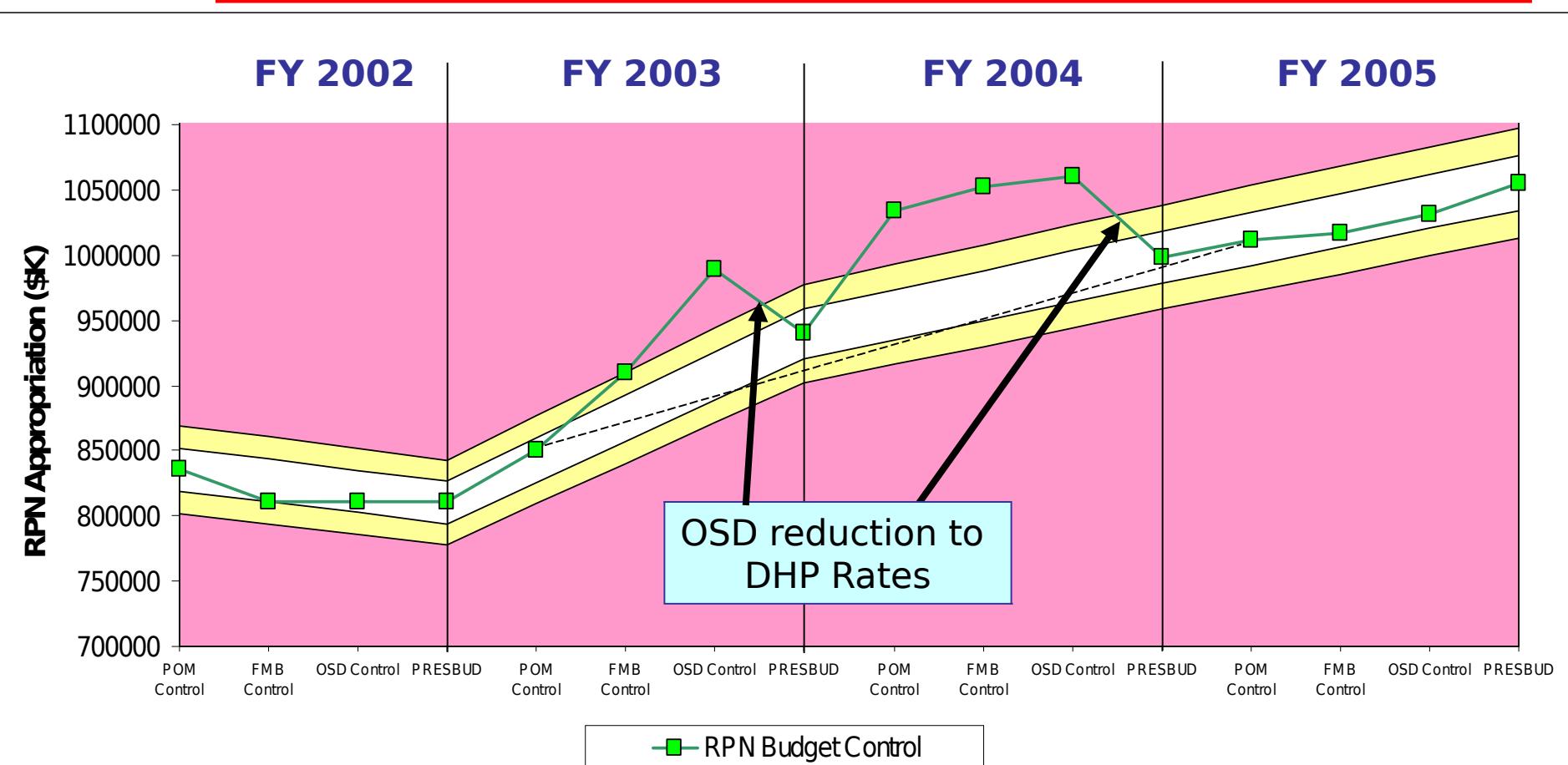
- **3.75% MPN growth during the FY05 Budget Cycle**
  - Commensurate with Inflation and planned Pay Raises



# RPN Trend vs Control

## (Programming and Budgeting Report Card)

**F1.6**

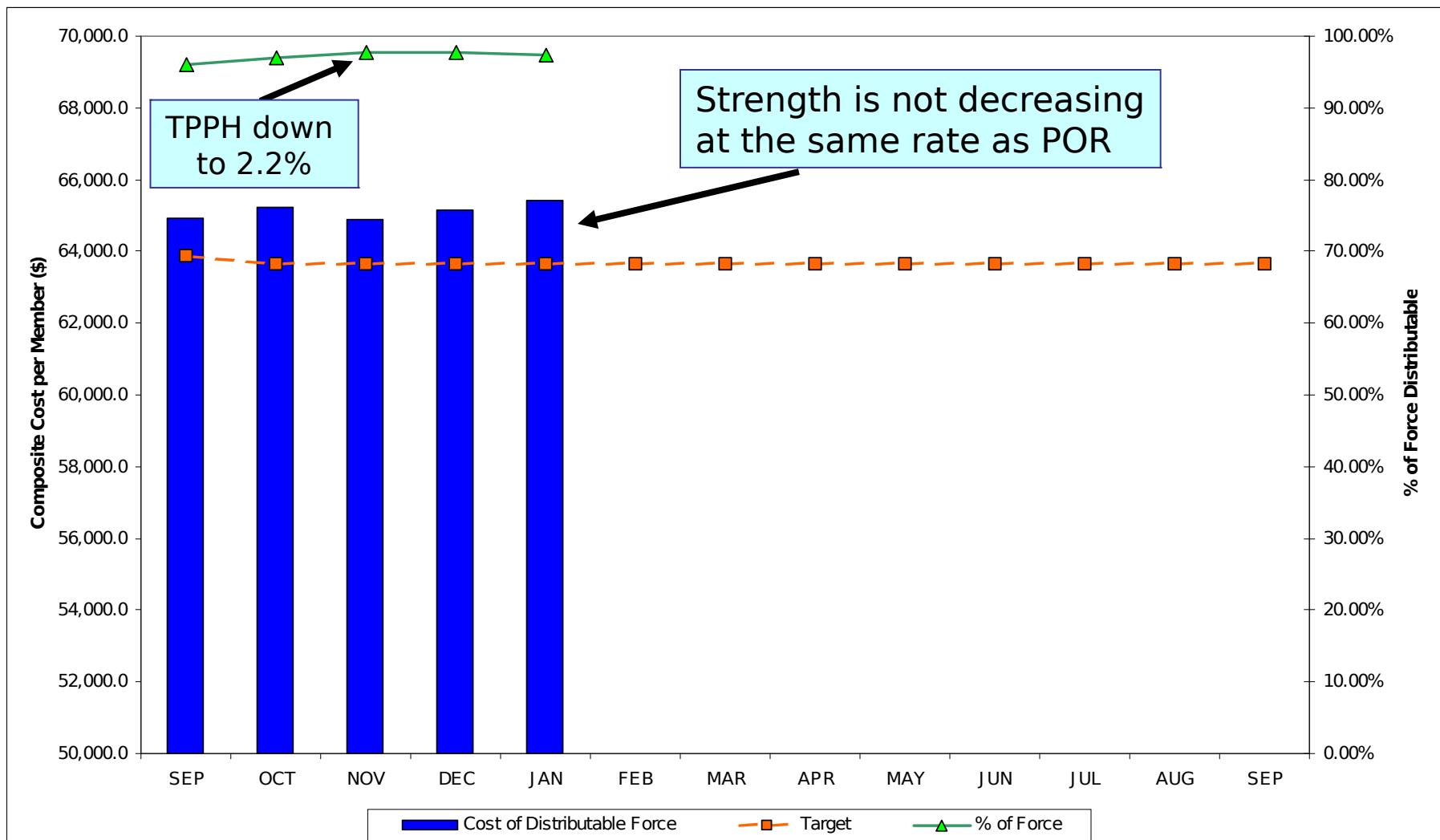


- **3.9% RPN growth during the FY05 Budget Cycle**
  - Commensurate with Inflation and planned Pay raises



# Distributable Inventory vs MPN

(True Cost of Deployable Force)



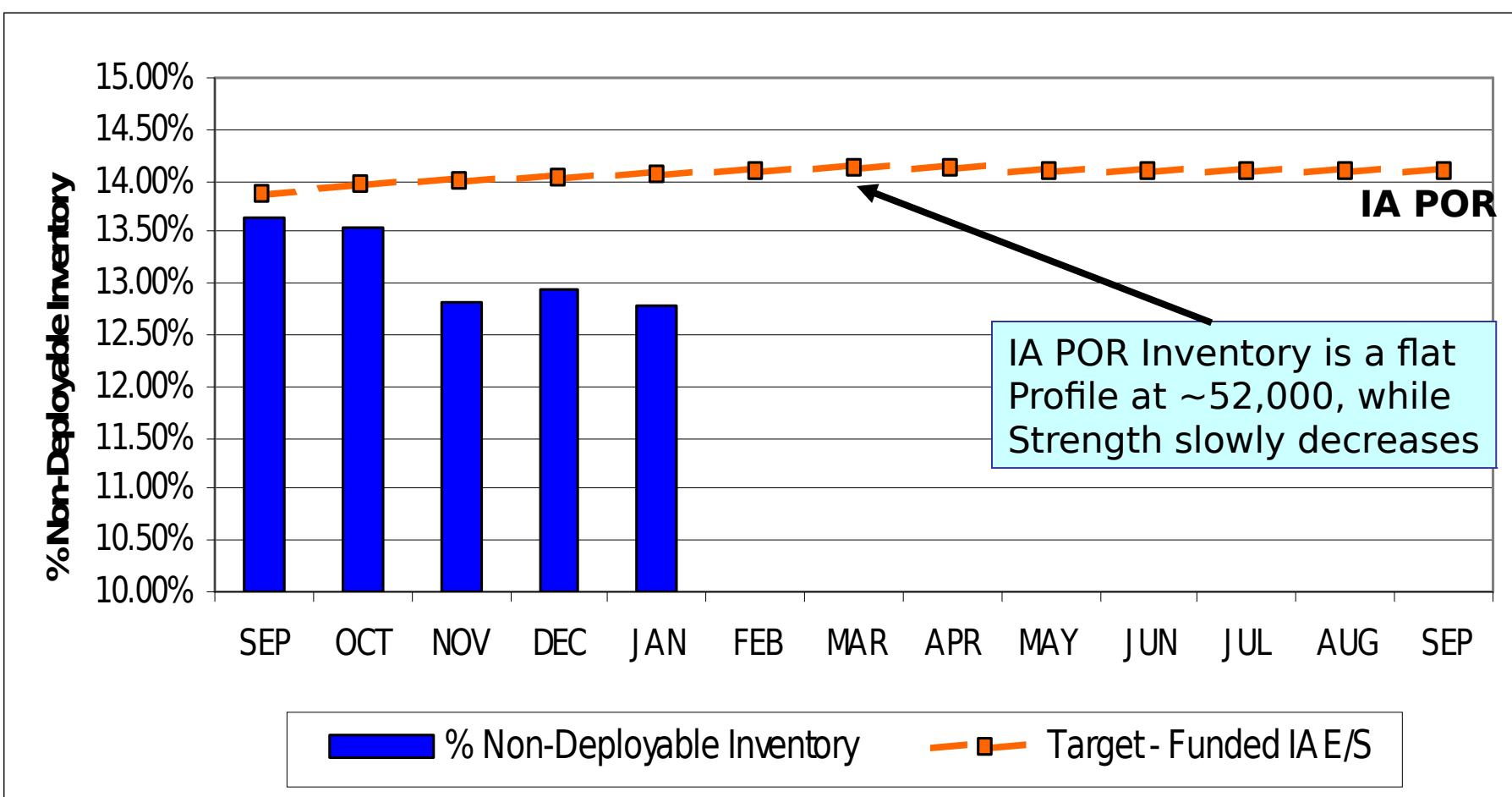
- Two dynamics observed in execution
  - TPPH trends and Strength trends

*Mission First... Sailors Always*



## Non-Deployable Inventory

(IA as % of Total Active Force - Overhead)



- **Total IA inventory is underexecuting wrt IA POR**
  - January currently 4,700 personnel under POR (POR = 52,600, Inv = 47,900)

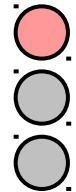


# IP1 N-MAPS Metrics

Metric	Lead/Lag	Freq	Green	Yellow	Red	Data Source(s)
<b>EXCESS BA</b> <b>(Demand Signal Too High)</b>	LEAD	Qtrly	0-50	50-100	>100	TFMMS (Not in Warehouse)
<b>UNQUALITIZED E/S</b> <b>(Demand Signal Too Low)</b>	LEAD	Qtrly	0-500	500-1000	>1000	TFMMS (Not in Warehouse)
<b>TOTAL FORCE ASSESSMENTS</b> <b>In progress &amp; Planned</b>	LAG	Qtrly	>9	6-9	<6	Offline PPT Slide

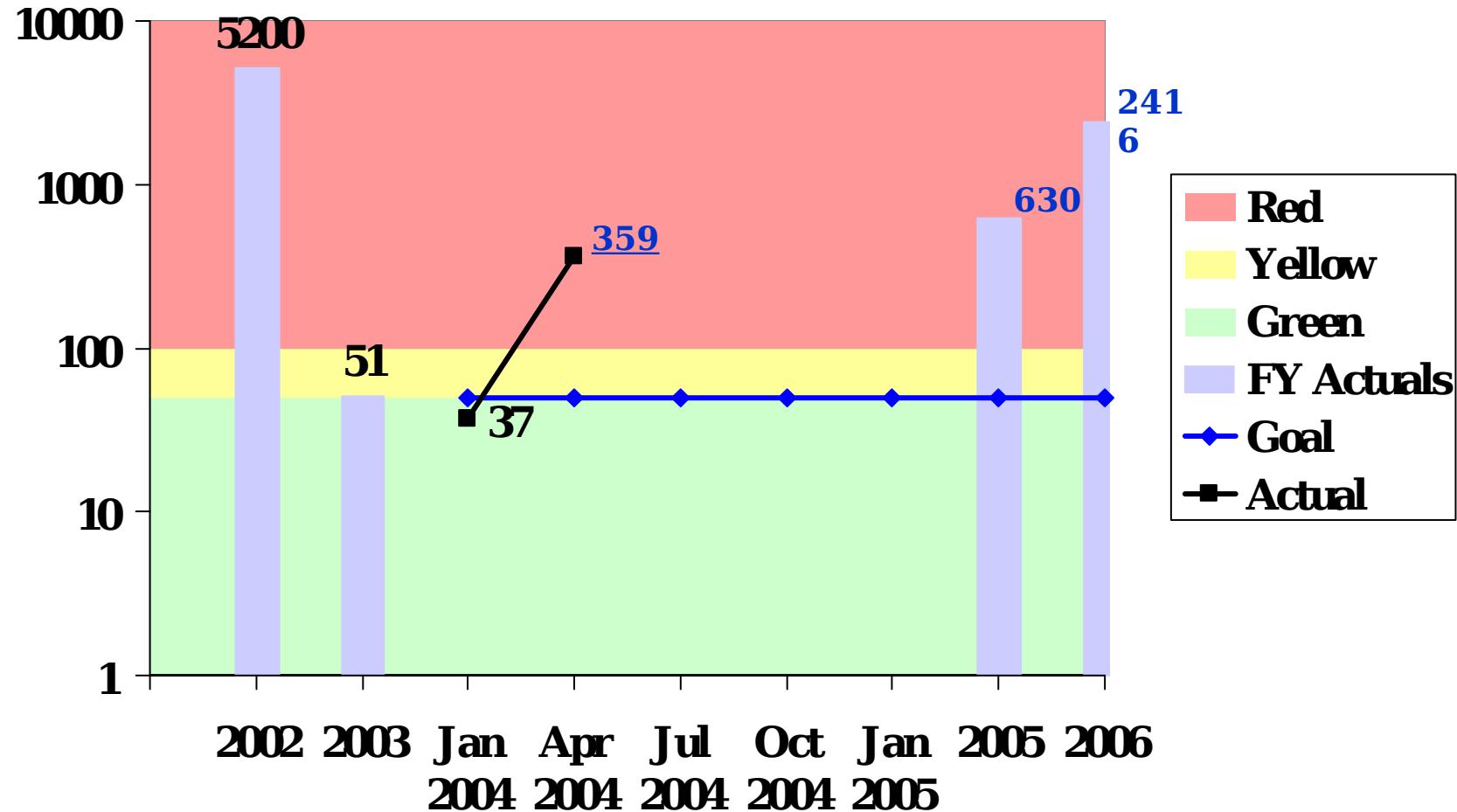
## CY04 Goals to meet Objectives:

1. Excess BA = 50
2. Unqualitized E/S = 500
3. Total Force Assessment = 10



# IP1 N-MAPS Graph

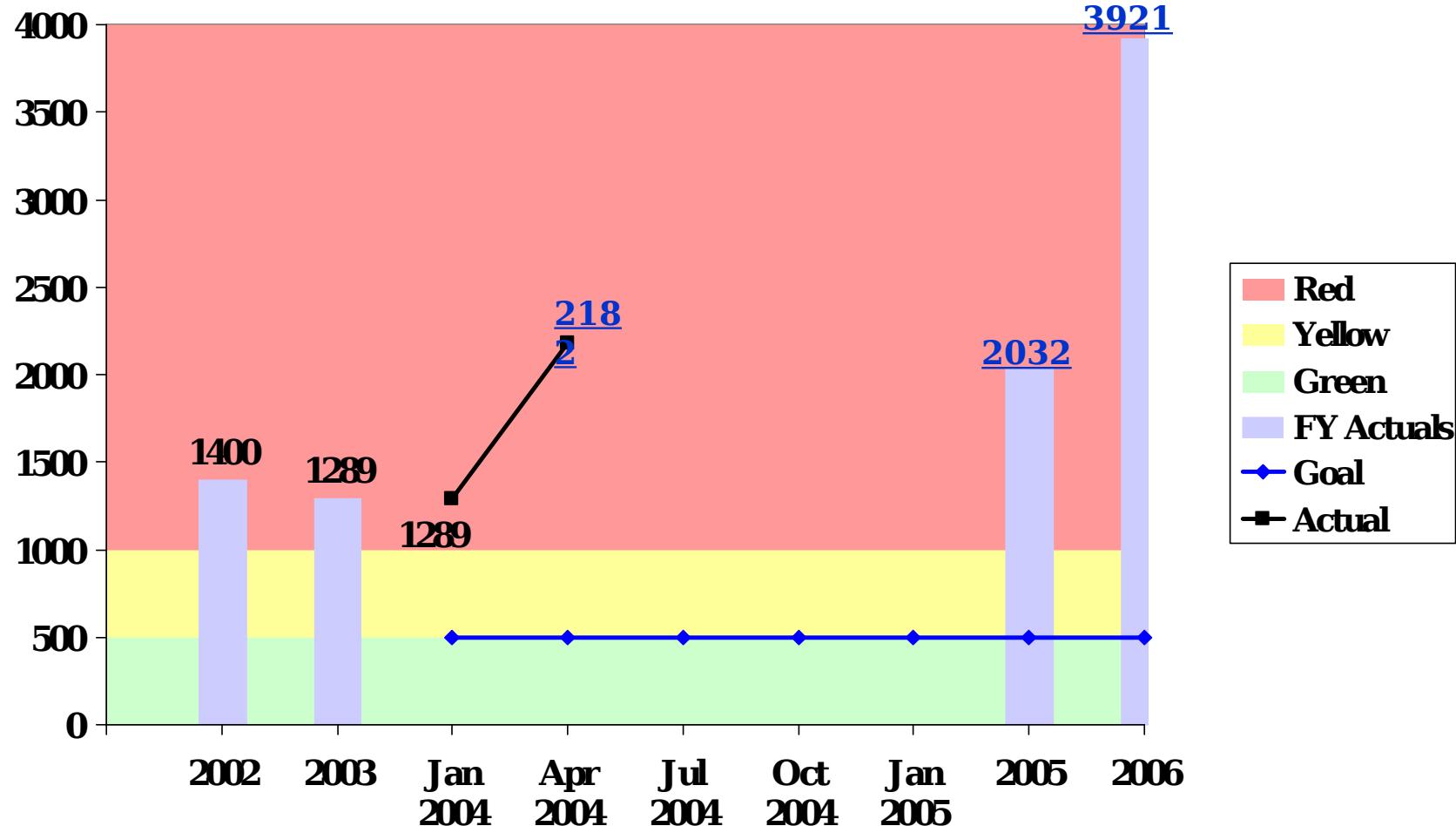
## Excess BA





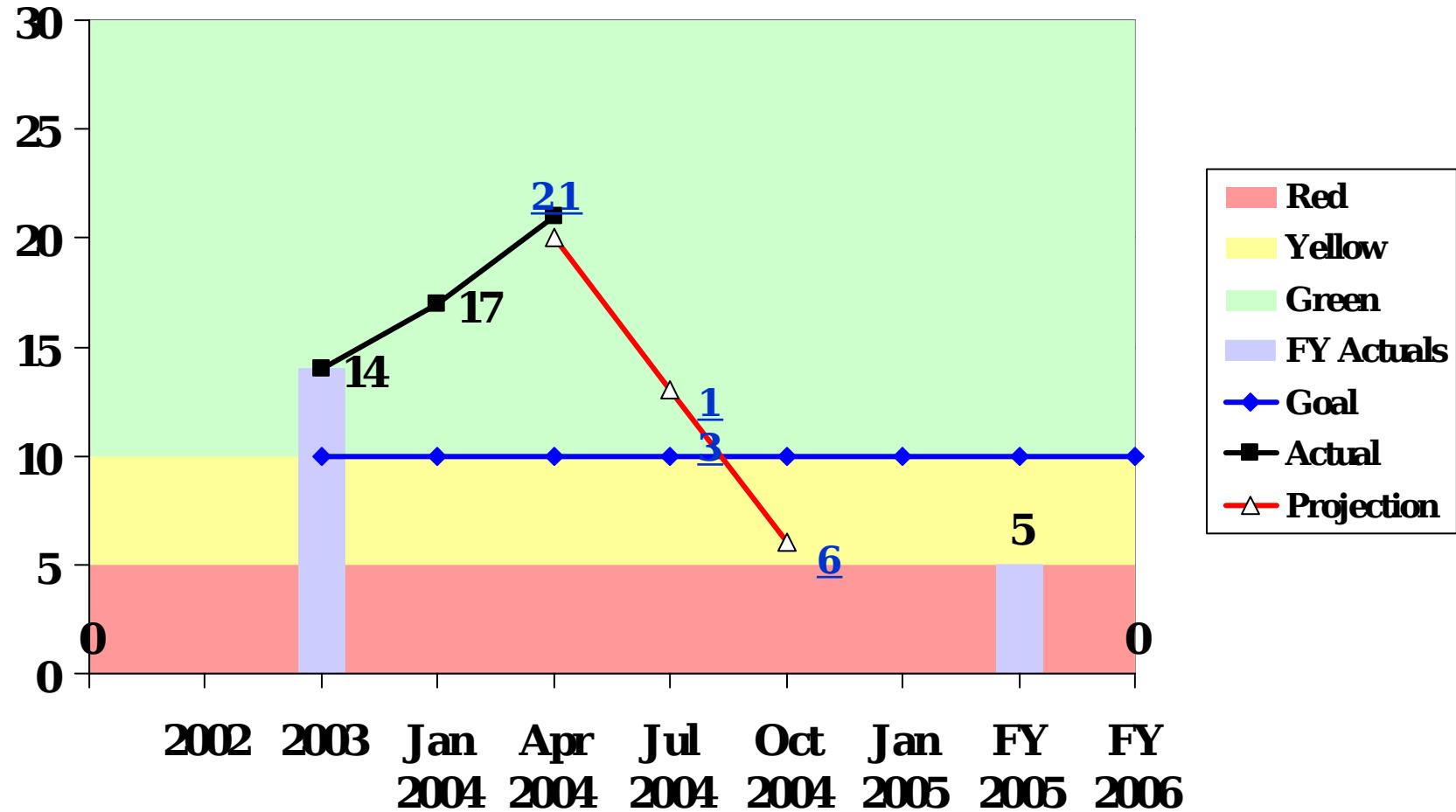
# IP1 N-MAPS Graph

## Unqualitized E/S



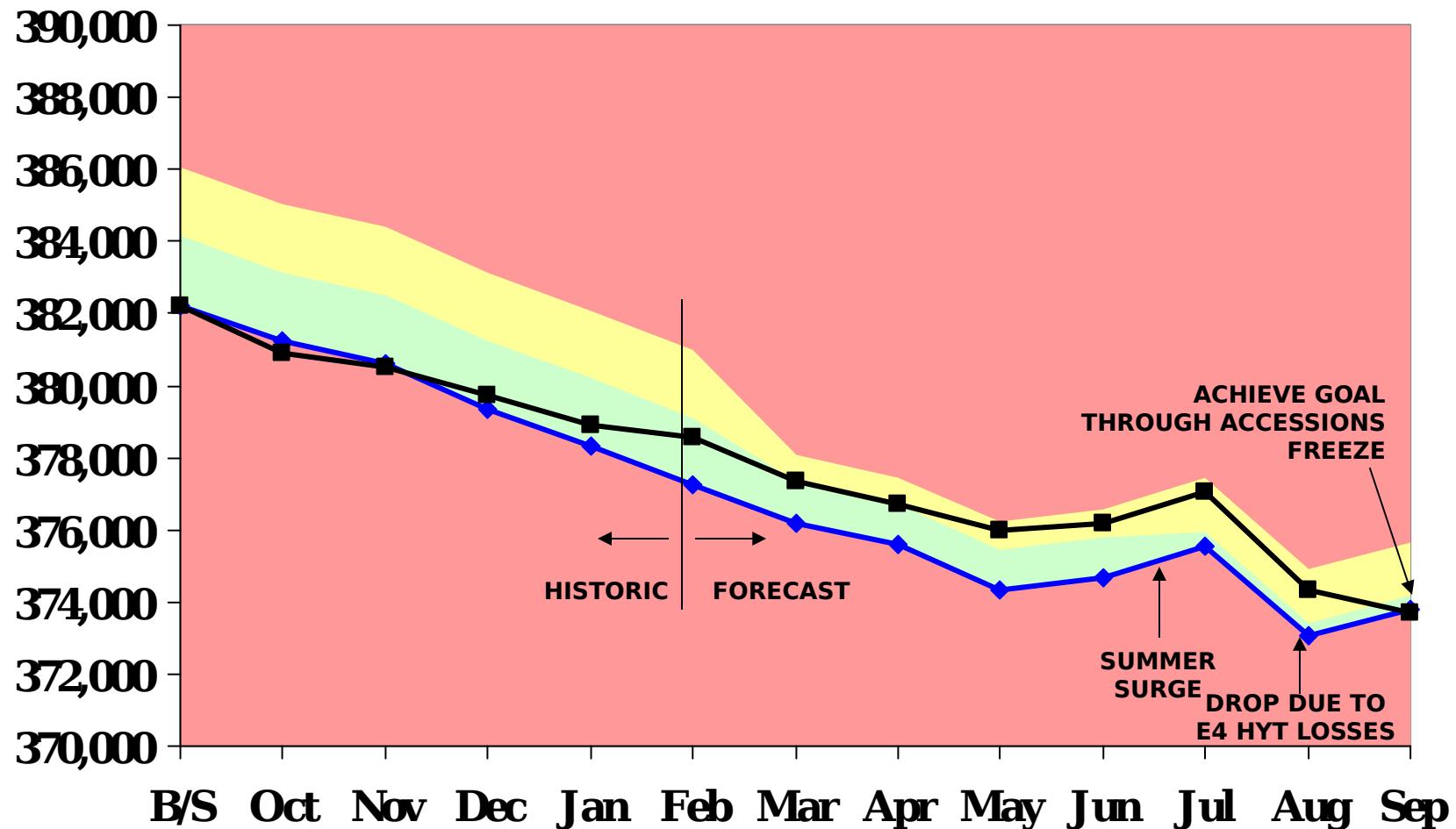


# IP1 N-MAPS Graph Total Force Assessments





# Total Active Strength

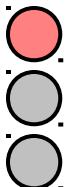


Customer Financial

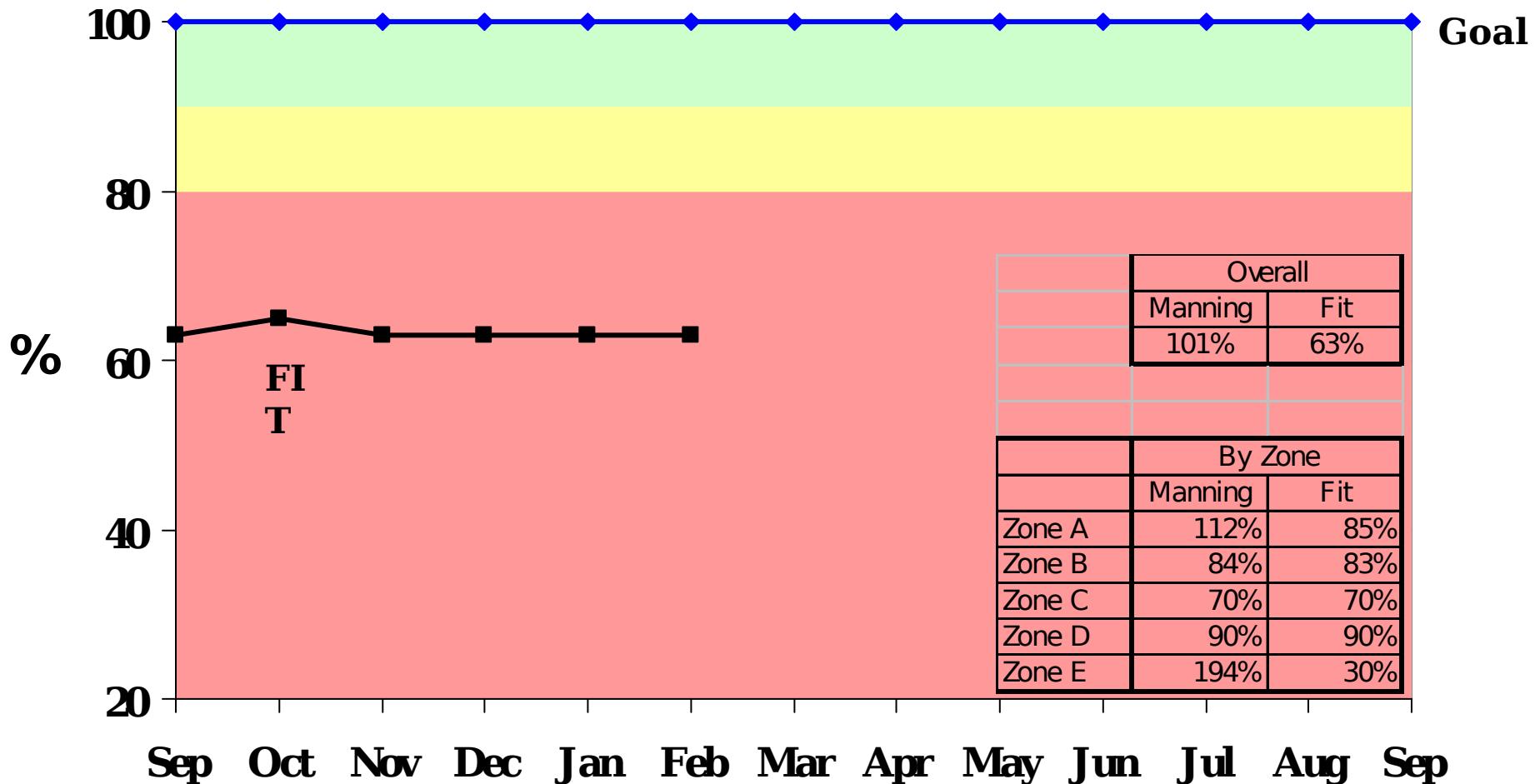
Internal Processes

Learning & Growth

IP2 Shape the force  
for max readiness



# Enlisted LOS FIT

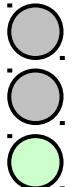


Customer Financial

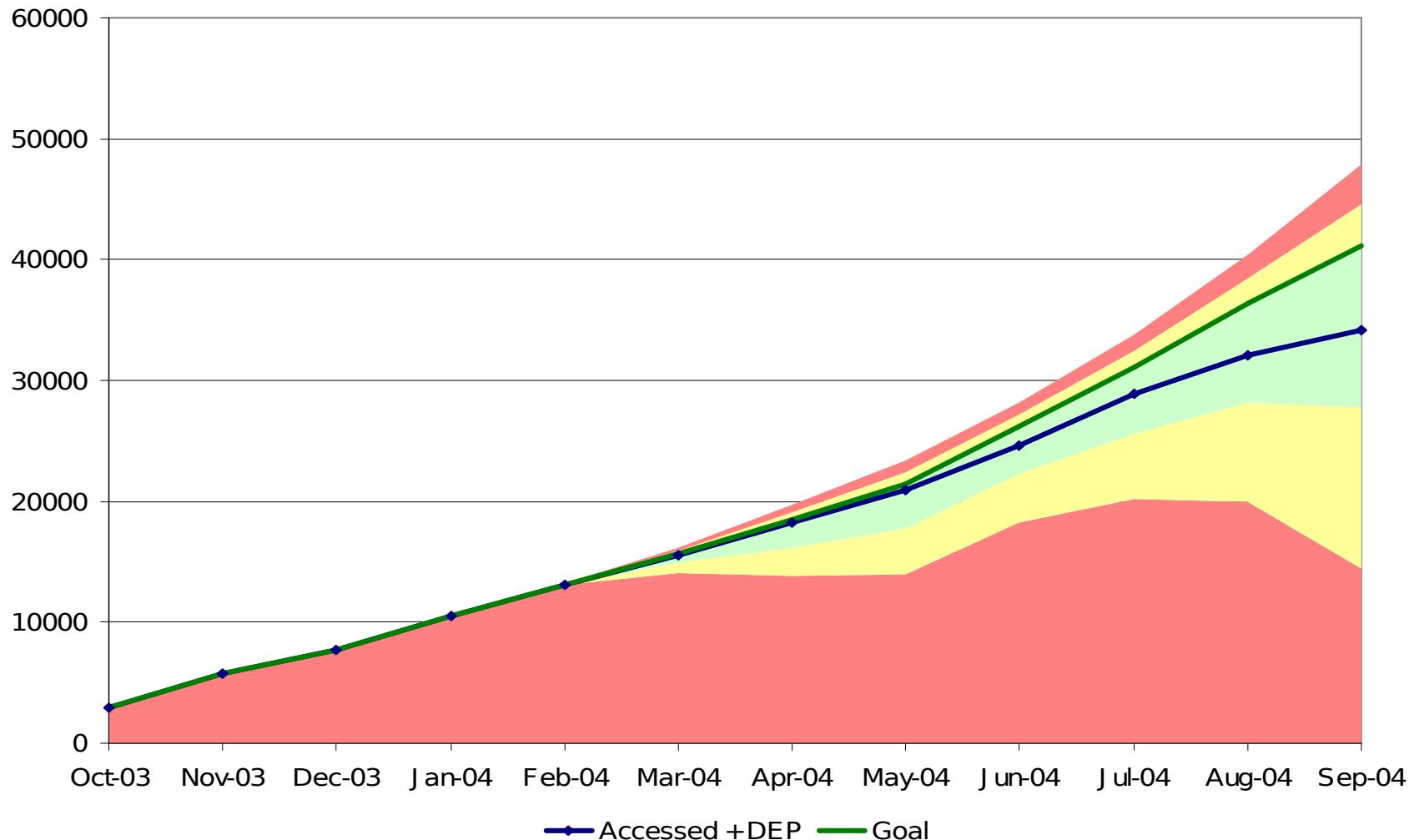
Internal Processes

Learning & Growth

IP3 Recruit right  
number and kind

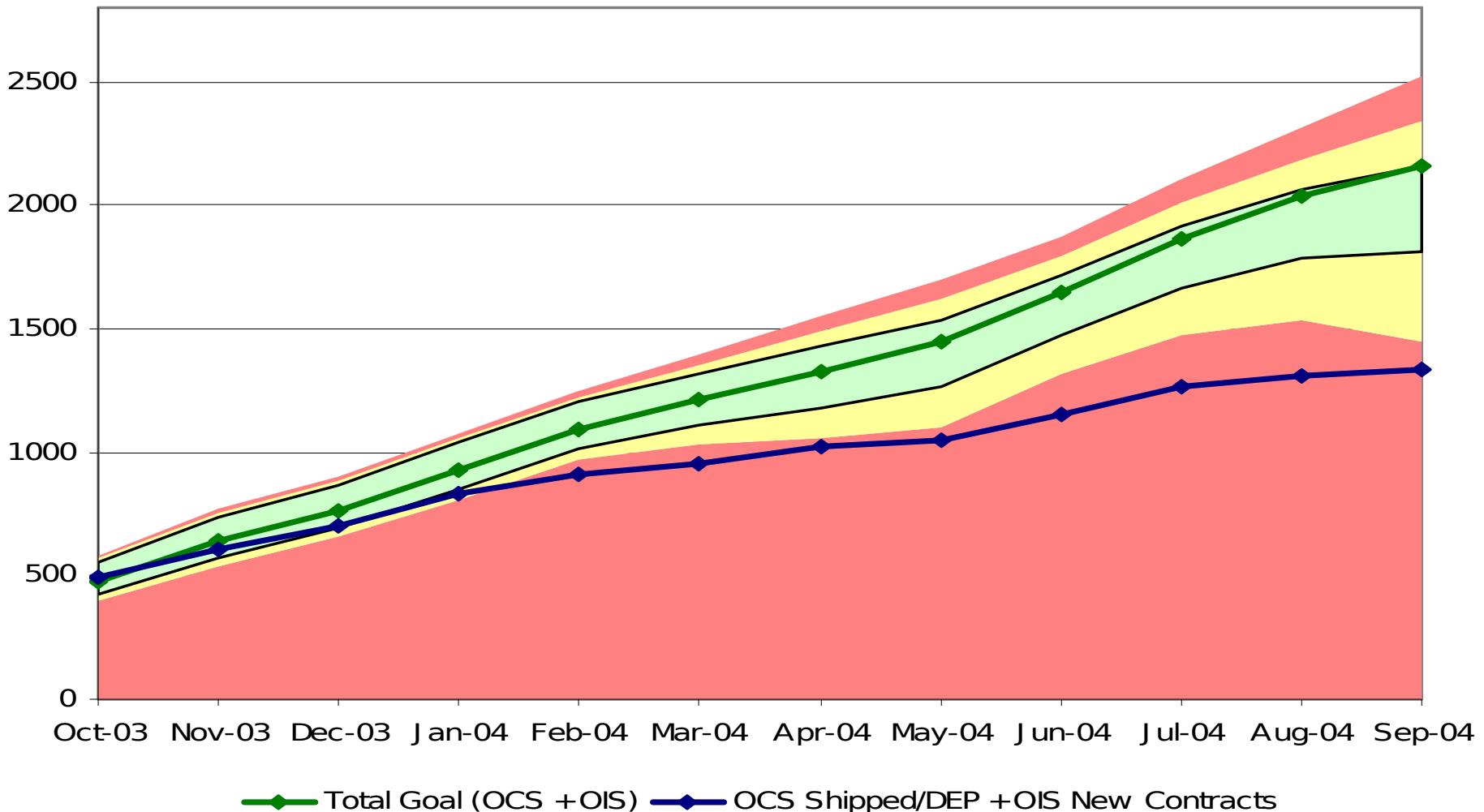


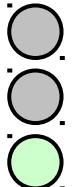
# Active Enlisted Accessions



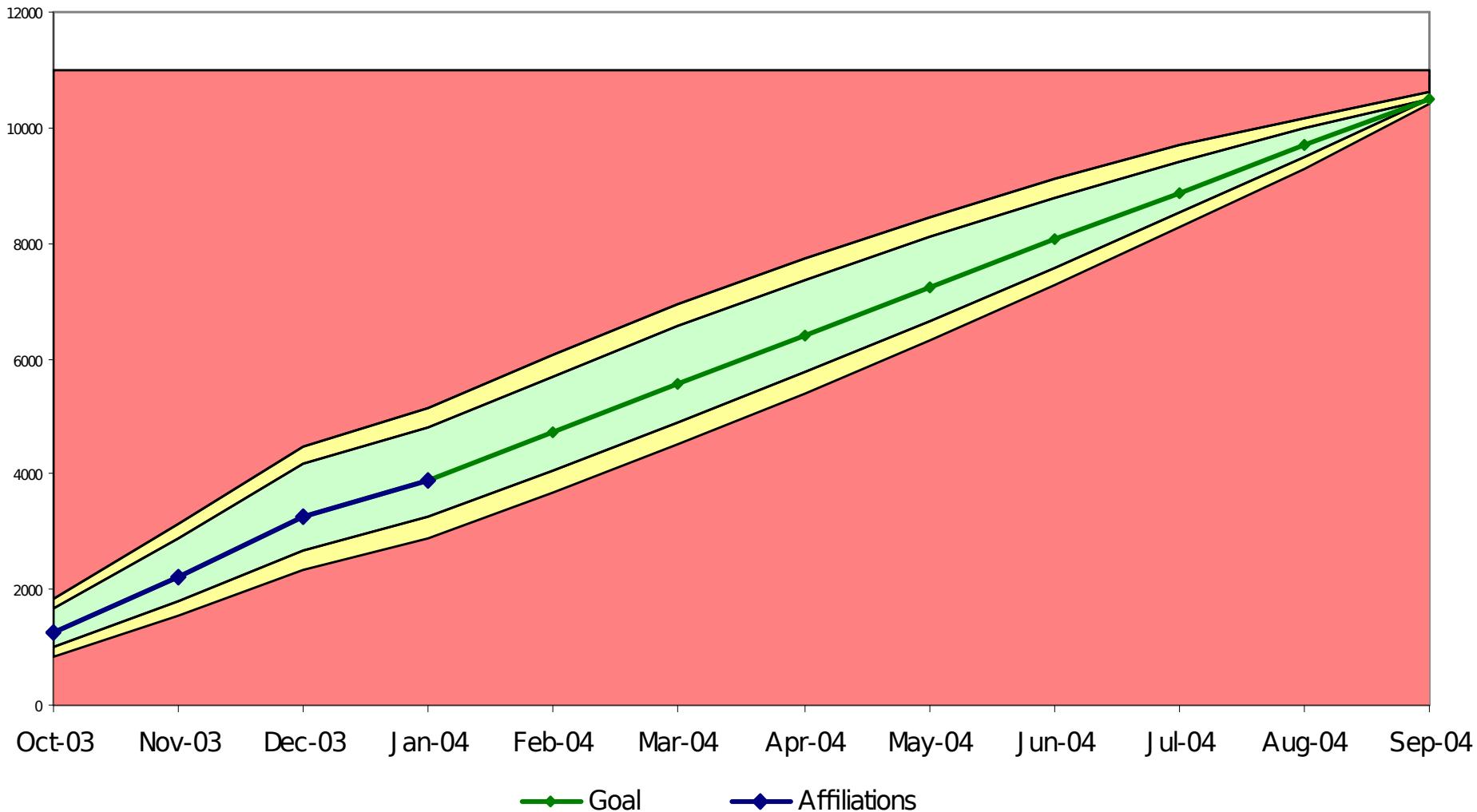


# Active Officer Accessions



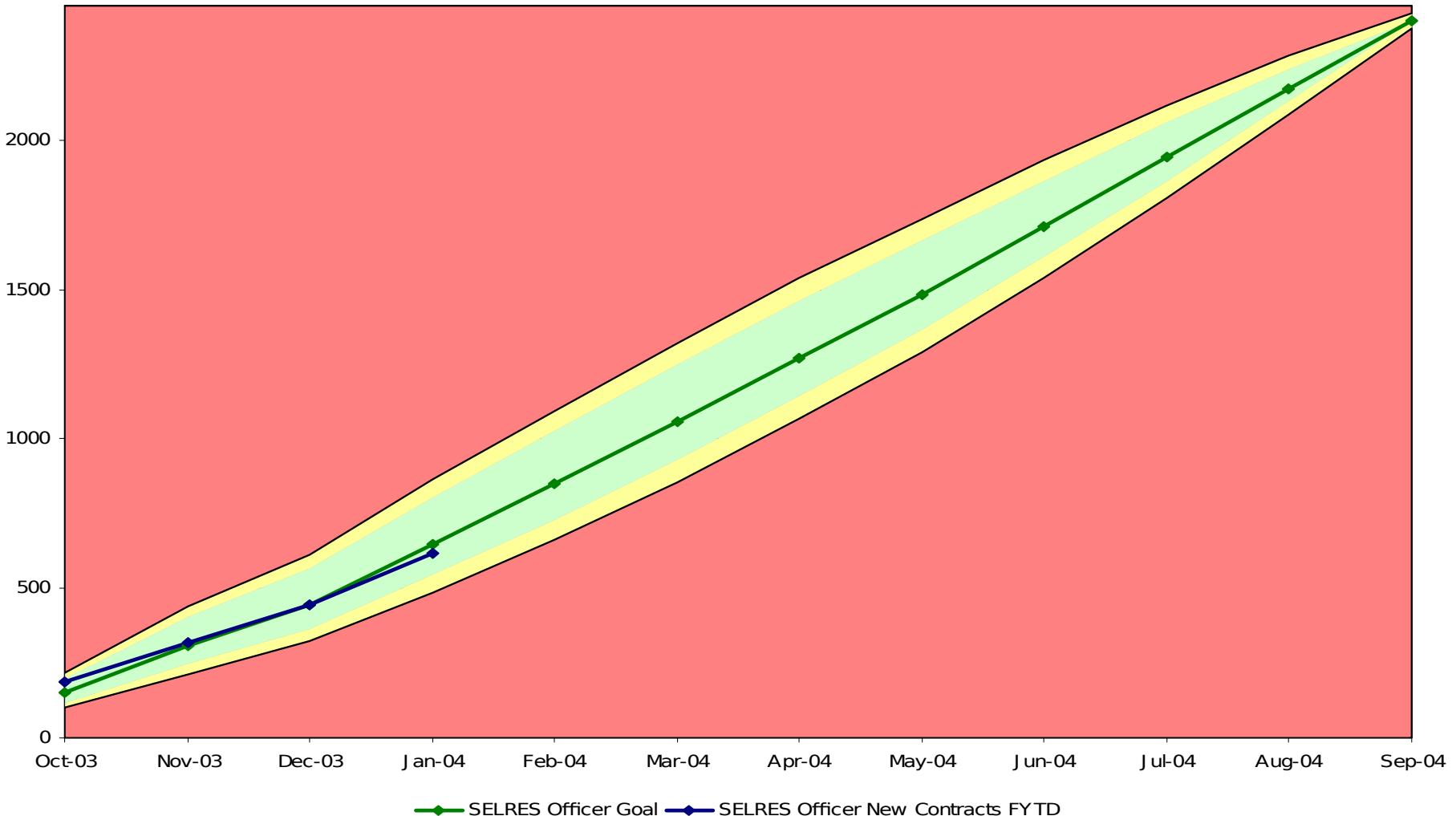


# Enlisted SELRES Affiliations





# Officer SELRES Affiliations

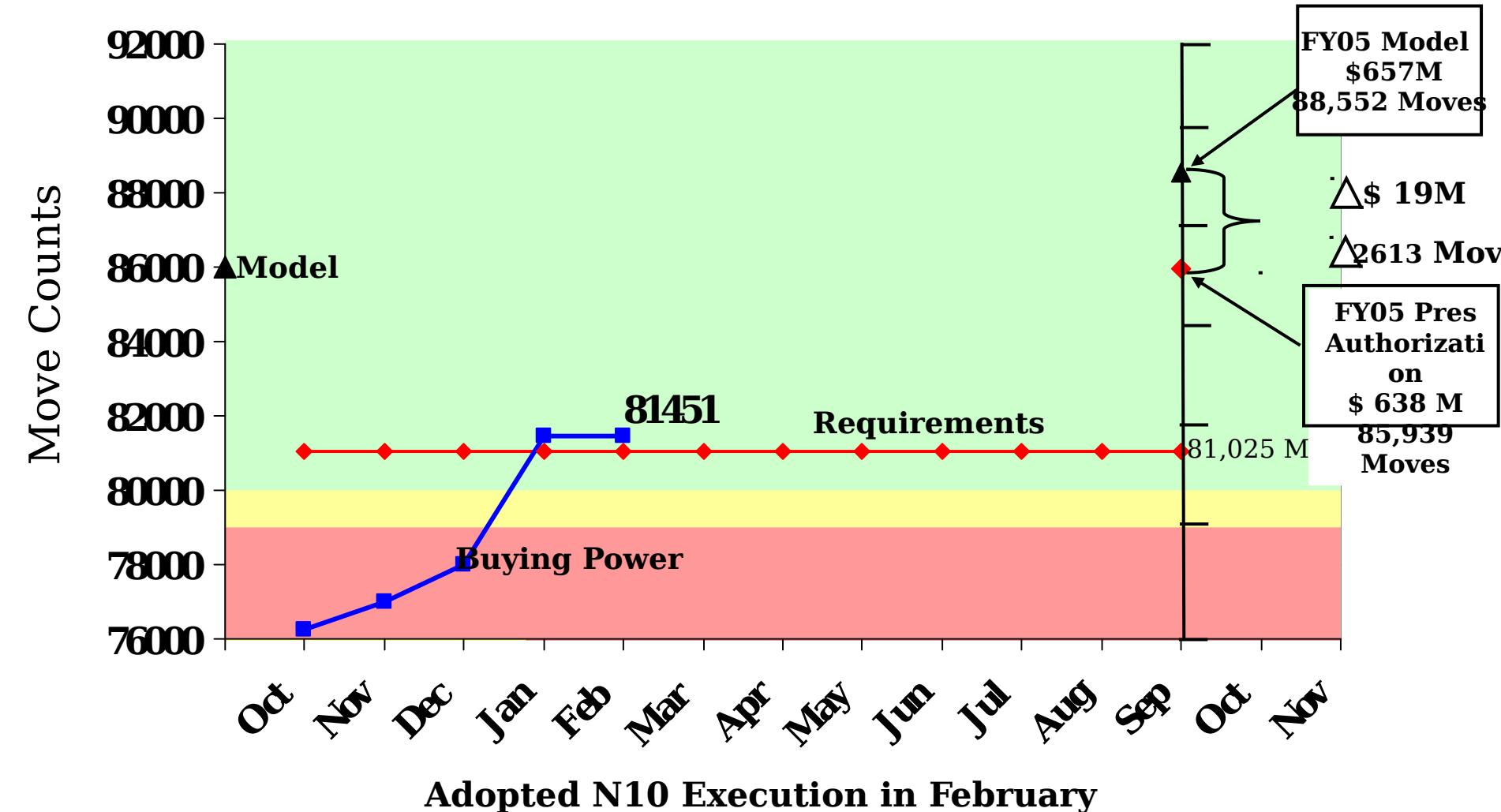


# N-MAPS Metrics

			Tolerances			
Metric	Lead / Lag	Freq	Green	Yellow	Red	Data Source(s)

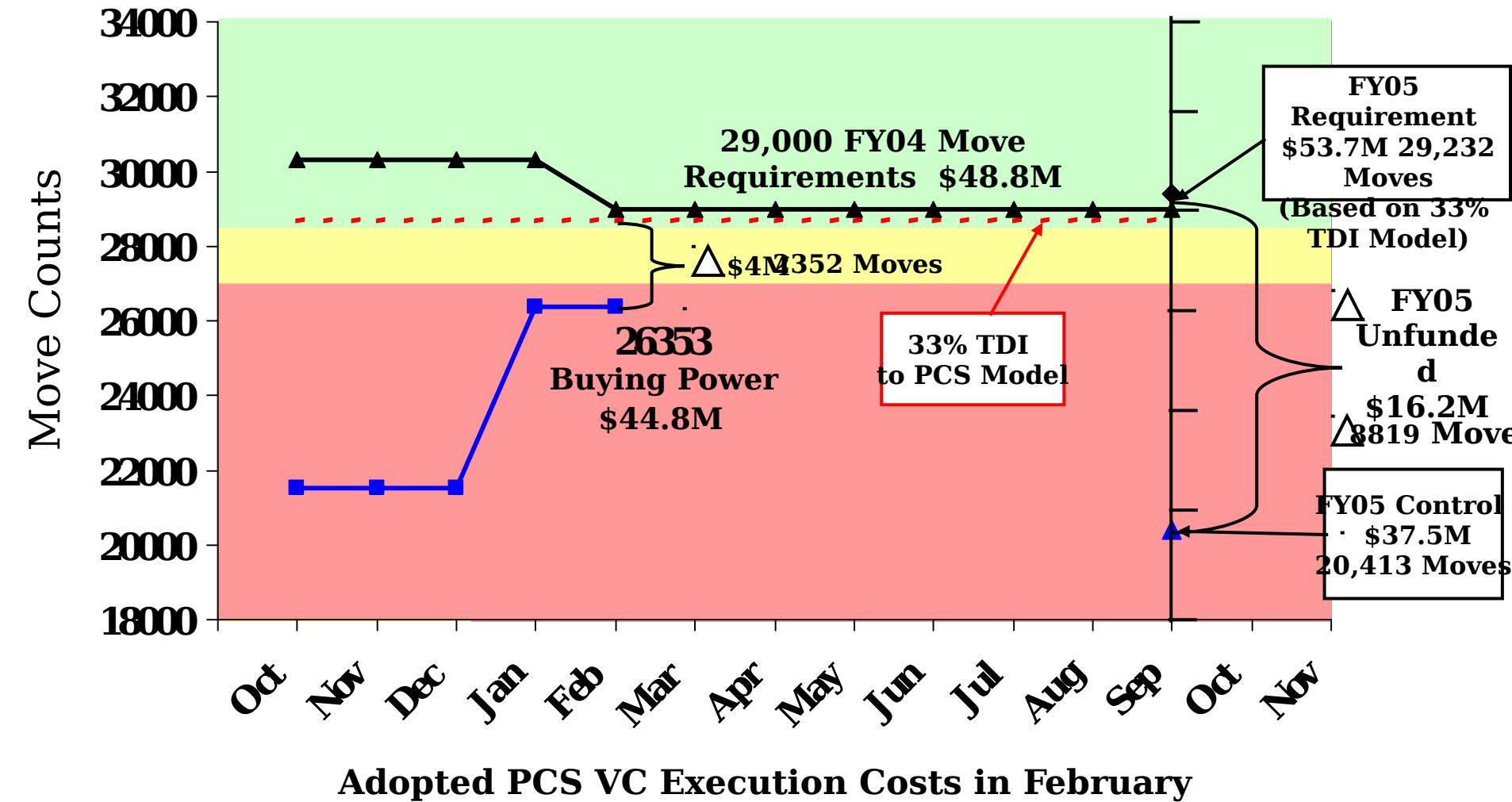


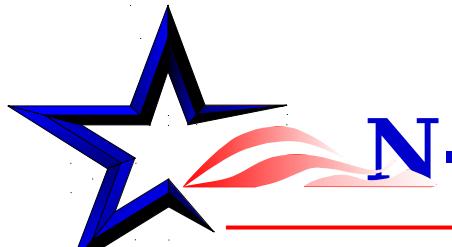
# FY04 PCS Buying Power





# FY04 TDI Buying Power





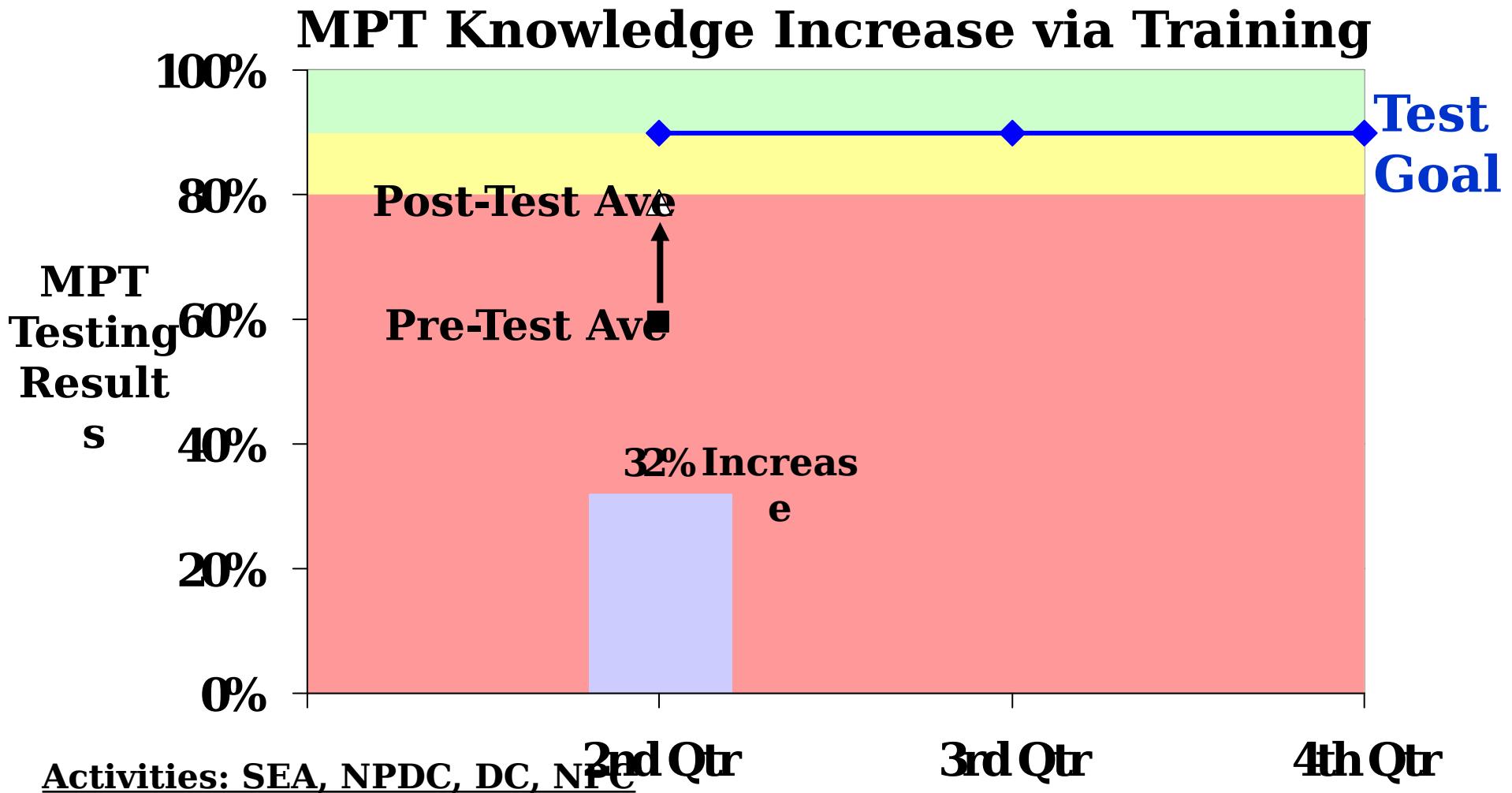
# N-MAPS Metrics

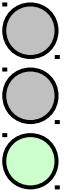
IP6  
Optimize  
HR  
services  
for  
personal  
readiness

Metric	Lead/Lag	Freq	Tolerances			Data Sources	POC	Projected Attainment
			Green	Yellow	Red			
Non-programmed attrition (Zone A)	Lag	Monthly	<4%	4-8%	>8%	RMS	CCD	3rd Qtr
Use/satisfaction w/global IT capability	Lead/Lag	Monthly	90%	75-90%	<75%	CRM Exit poll	PERS-6/comms	3rd Qtr/under develop
Satisfaction w/detailing process	Lag		>80%	79-65%	<65%	ARGUS	PERS-4	2nd Qtr
Zone A reenlistment rate	Lag		>56%	55-52%	<52%	RMS	CCD	in place
TAP class received 90 days or more prior to separation	Lag		>95%	90-95%	<90%	PERS-6	PERS-6 & Comms	ongoing
CSC call satisfaction	Lag		90%	89-80%	<80%	CRM exit poll	CCD	4th qtr

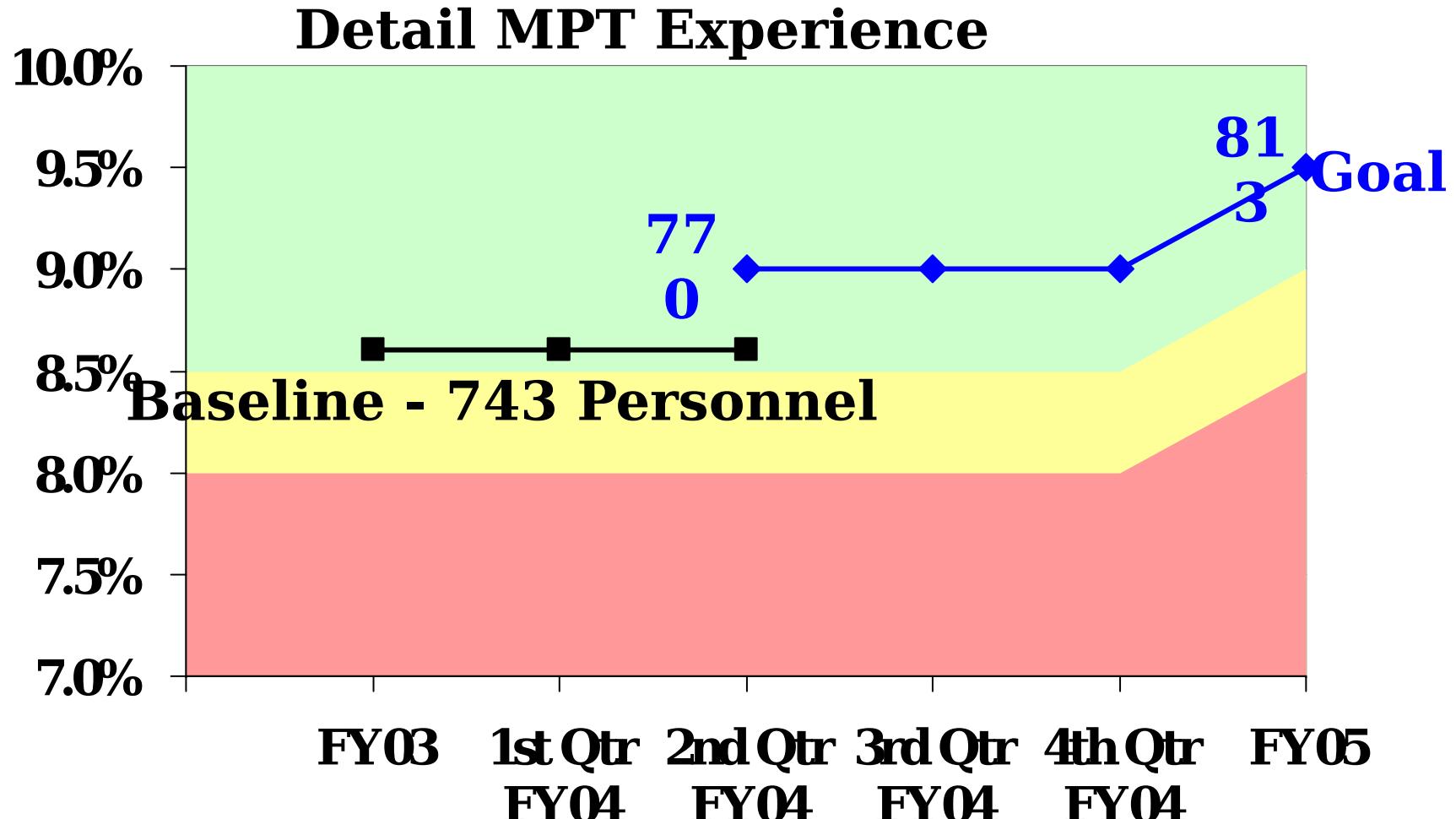


# Balanced Score Card Graph - LG1.1



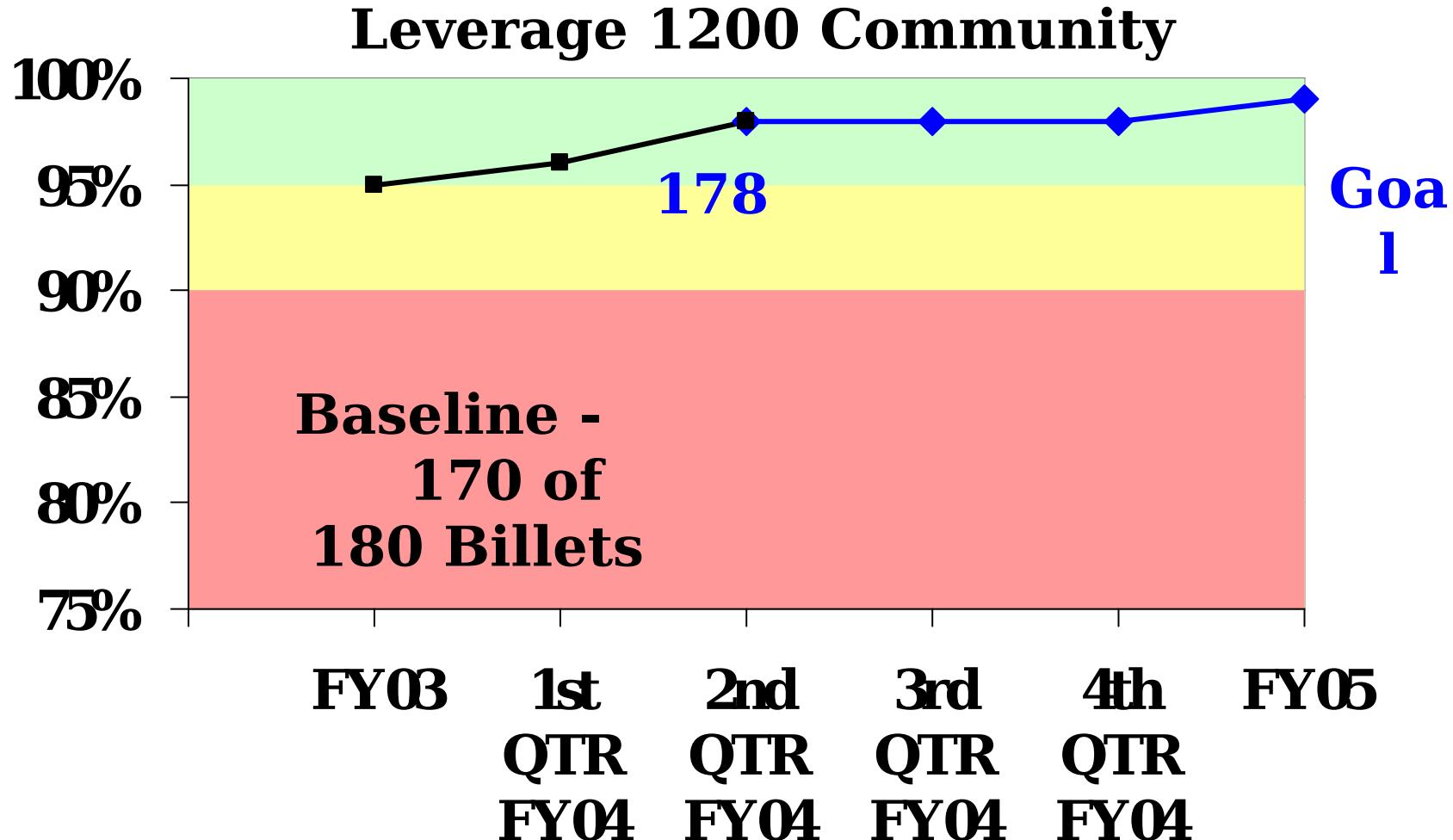


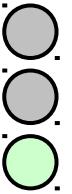
# Balanced Score Card Graph - LG1.2



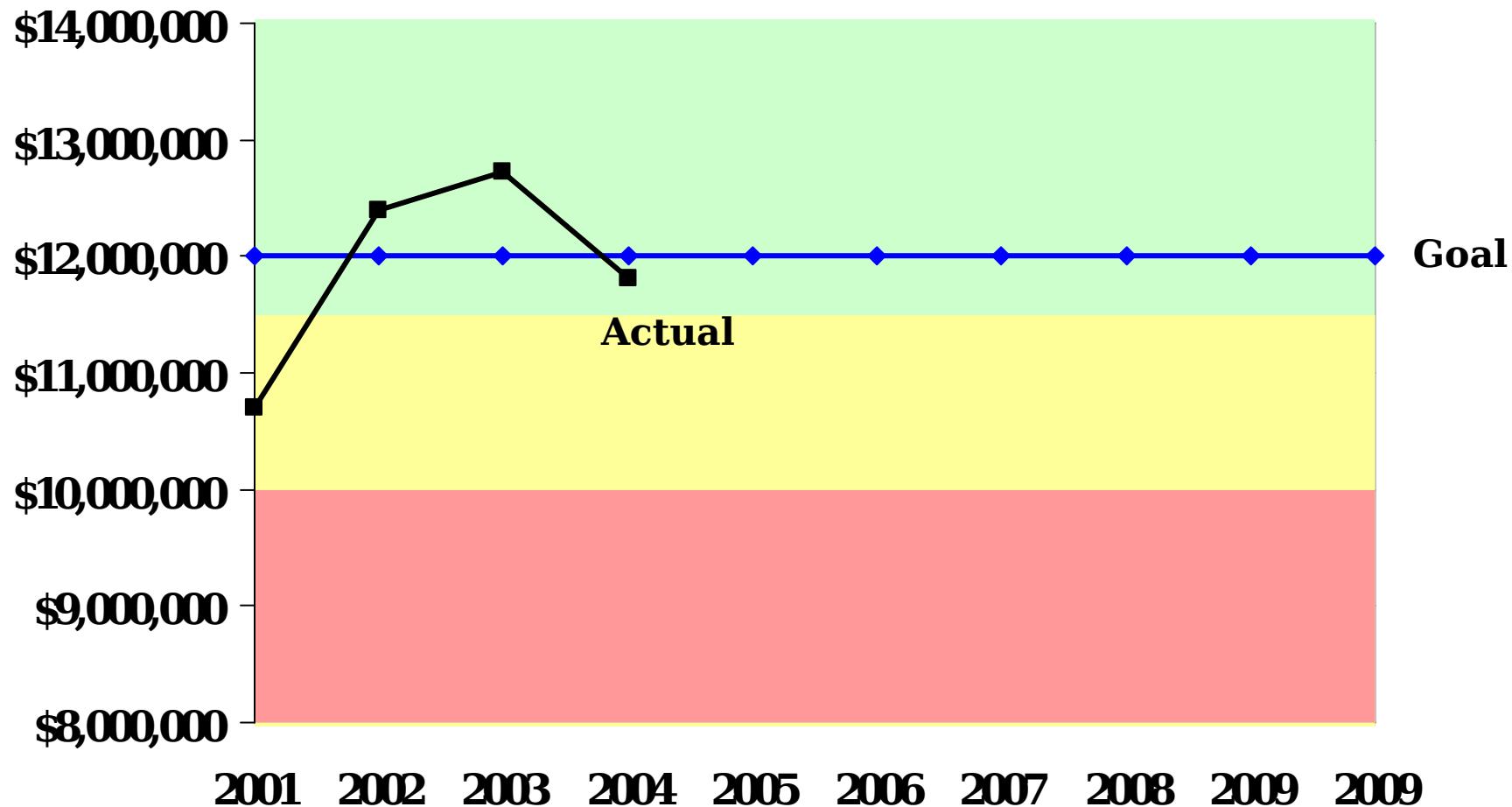


# Balanced Score Card Graph - LG1.3



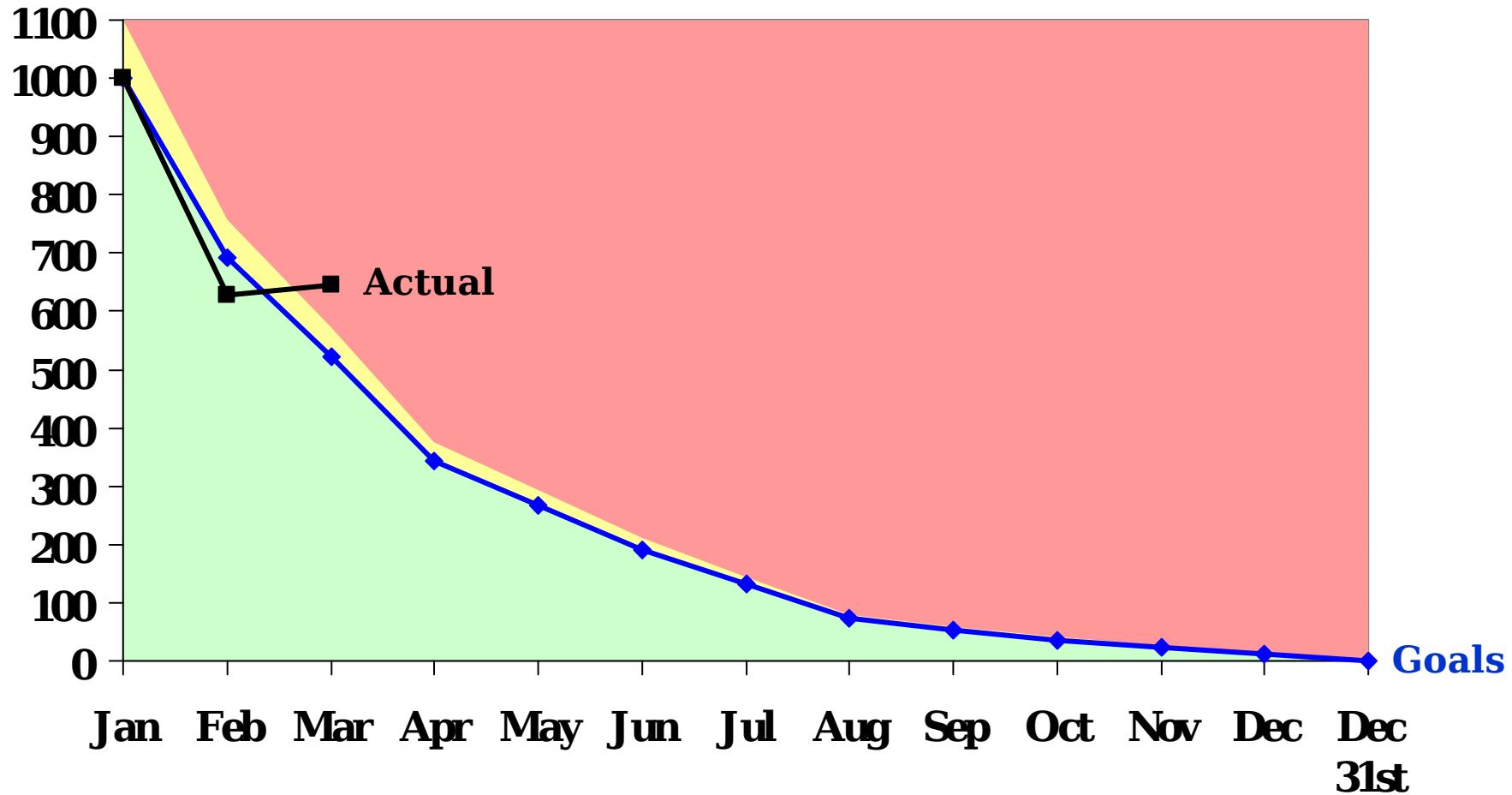


# Investment in Research & Development





# LG 3.1 Legacy Infrastructure Reduction (Registered Dual-Desk-Top's)



Customer Financial

Internal Processes

Learning &  
LG3 Growth  
single,  
integrated  
human  
resource  
strategy

# LG 3.2 Legacy SW Reduction Identified

(M&P Applications)

